

The Ministry
of the
Methodist Episcopal Church

Educational Status and
Numerical Strength

BY MARGARET BENNETT

BX
8345
B45



Research
01-0022019

School
of
Theology
Library

The Ministry
of the
Methodist Episcopal Church

Educational Status and
Numerical Strength

By

MARGARET BENNETT

Charts by

JAMES GRANTHAM



Published by

METHODIST EPISCOPAL CHURCH

Commission on Life Service

740 RUSH STREET

CHICAGO, ILL.

13,
BX
8345
B45

Contents

FOREWORD

INTERPRETATION OF TERMS

SECTION ONE—EDUCATIONAL STATUS

- General Report of Findings.
- Educational Trend.
- Relation of Training to Efficiency.
- Trained Ministers and the Rural Church.

SECTION TWO—NUMERICAL STRENGTH

- Losses and Gains in Conference Membership.
- Number of Ministers by Age Groups.
- Average Ages of Admission to Conferences.
- Prospective Candidates in Theological Schools.
- Ministers Available for Places to be Filled.

SECTION THREE—THE SUPPLY SITUATION

- Definition of "Supply" Charge.
- Number of Supply Charges.
- Circuit System and the Supply Charge.
- Purpose of the Discussion.
- Sources of Information.
- Supply Charges classified as to Leadership.
- Additional Conference Members needed for Supply Charges.
- Statistics Relating to Supply Pastors.

Foreword

THE Methodist Episcopal Church, recognizing the vital importance of adequate leadership for the church, at the last General Conference authorized the establishment of the Commission on Life Service, in order to make possible "One unified system of recruiting, guidance, and selection of candidates for Christian service in the church." (Discipline, 1920, Paragraph 579.)

In the personnel problem, that of ministerial supply is first in importance. The church had no adequate information as to the number of ministers needed or the training of those already members of her Conferences. For a long time church leaders had realized the importance of securing authentic data on the ministry. Some limited studies had been made but they were not comprehensive. The Commission on Life Service undertook the investigation. It believed that an understanding of the present situation would be a valuable aid in presenting the claims of the Christian ministry and in emphasizing the education required.

There were 14,072 effective members and probationers of Annual and Mission Conferences in the United States as listed in the General Minutes for the Conference year 1922. Of these, 11,275, or 80%, made return on a questionnaire as to their educational status. The statistics in Section One of this study are based thereon. Elsewhere in this report, use is also made of material derived from this questionnaire. The records of supernumerary and retired members of Conferences were not sought, except for the limited number who were acting as "supplies." All members of Foreign Conferences were omitted.

"Supply" pastors were also asked to give their educational records, and 2,480 or 67% of the 3,675 responded. Other facts regarding the "supply" problem were obtained from district superintendents, 395 or 86% of whom furnished data requested pertaining to the "supply" charges in their districts.

This high proportion of answers from questionnaires indicates a widespread interest in the subject, and adds much to the value of the study. Grateful acknowledgment is made to the thousands of Methodist preachers who furnished the information that has made the investigation possible.

For the most part the investigation aims to state facts only. The determining of causes, conclusions, and remedies has, in most instances, been left for those making use of the material.

The work in connection with this study has been directly in charge of Miss Margaret Bennett, Research Secretary of the Commission on Life Service. To Miss Bennett who has worked energetically and efficiently for more than a year to complete the survey, the entire Church will be indebted through the years.

In the opinion of several of the best minds in the Church which have analyzed the manuscript, it is one of the best and most authoritative studies put forth in recent years. It, therefore, commends itself to the earnest consideration of every thoughtful person who has in his mind and on his heart a high standard of educated leadership for our Church.

R. J. WADE, *Acting Executive Secretary.*

INTERPRETATION OF TERMS

This study may fall into the hands of Methodist laymen and ministers of other denominations, who may not be familiar with Methodist terminology. Explanations of certain technical terms as used in the discussion are, therefore, made.

APPOINTMENTS—"District, pastorates, editorial, publishing, educational, and other work to which preachers are assigned by a bishop, or elected by General Conference or other authority of the church."—"Methodist Dictionary," Joseph F. Anderson.

APPOINTMENTS, SPECIAL—"Positions outside the regular pastorate to which a bishop may appoint a member of an Annual Conference," such as college president, editor, etc., under the provisions in paragraph 208, sections 3 and 4 in the Discipline, 1920.

CIRCUIT—"Two or more preaching places, constituting a pastoral charge."

CONFERENCE, ANNUAL—"It consists of all the regular itinerant preachers within certain defined boundaries, who meet annually for deliberation and action."—"One Thousand Questions and Answers on Methodism," by Wheeler.

CONFERENCE, MISSION—"Any Mission established under the provisions of the Discipline may be constituted a Mission Conference by the General Conference. A Mission Conference is authorized to exercise the powers of an Annual Conference subject to the approval of the presiding Bishop; but they shall not elect delegates to the General Conference nor vote on Constitutional changes." (*Discipline, 1920, Paragraph 96.*)

CONFERENCE, QUARTERLY—A body having the care of all the interests of a pastoral charge. Its membership is practically identical with the official board of the local church or group of churches composing the pastoral charge. It meets quarterly. (*See Discipline, 1920, Paragraph 104ff.*)

CONFERENCE YEAR—"The current Conference Year has its commencement at the close of the Conference, when the appointments are announced and terminates at the close of the next session following." (*Bishop Waugh.*) (*See "Methodist Dictionary," p. 30.*)

CREDENTIALS—A preacher's credentials are the certificates of his ordination.

LEAVE OF ABSENCE—"Any minister who has been in effective relation to any Annual Conference or Conferences for ten consecutive years may have a leave of absence for one year without losing his relationship as an effective minister. This is to permit travel, study, rest, etc." (*Discipline, 1920, Paragraph 186.*)

LOCAL PREACHER—"A layman authorized by District or Quarterly Conference to perform certain ministerial functions." He may have a pastoral charge as "supply" under the district superintendent, and he may be admitted "on trial" in an Annual Conference." (*See "Methodist Dictionary," p. 57.*)

LOCATE—A term, when applied to a Methodist minister, which means that by vote of his Annual Conference he ceases to be a member and remains a local preacher or layman. His location may be at his own request or by the conference on its own volition. (*See Discipline, 1920, Paragraph 169.*)

MINISTER—"In this study the word minister has been used arbitrarily to include all effective Conference members and probationers regardless of the type of work

they may be doing." Throughout the studies this group is frequently designated as "all" ministers, meaning the 11,275 who responded to the questionnaire.

MINISTER, EFFECTIVE—The term is applied to a member of an Annual Conference who is not in the supernumerary or retired relation, and receives appointment from a bishop. It does not refer to men on trial.

MINISTER ON TRIAL—It is required of all ministers of the Methodist Episcopal Church that before being admitted as full members into an Annual Conference that they serve a probationary period of at least two years during which time they are said to be "on trial."

MINISTER, RETIRED—"A retired minister is one who, at his own request or by the action of the Annual Conference has been placed in the retired relation." (*Discipline, 1920, Paragraph 188.*)

MINISTER, SUPERNUMERARY—"A supernumerary minister is one who, because of impaired health or other equally sufficient reason, is temporarily unable to perform full work. He may receive an appointment, or be left without one, according to the judgment of the Annual Conference of which he is a member." (*Discipline, 1920, Paragraph 187.*)

PASTOR—In this study, the term pastor has been used arbitrarily to include effective members and probationers who have the oversight of local churches.

PASTORAL CHARGE—"Members of the church shall be divided into local Societies, one or more of which shall constitute a Pastoral Charge." (*Discipline, 1920, Paragraph 34.*) The charge may be under the care of an effective Conference member or probationer or under a "supply pastor."

PREACHER IN CHARGE—One who is "in charge of a circuit or station. He may be a member of an Annual Conference—Effective, Supernumerary, or Retired—or a local preacher who does the work and cares for the varied interests of a charge." (*"Methodist Dictionary," p. 69.*)

PROBATIONER—(See Minister on trial.)

SUPPLY—"A term ordinarily applied to a local preacher who, under the appointment usually of a district superintendent, is placed in charge of a circuit or station as pastor or assistant. A supernumerary or retired minister may also be employed as supply." (*"Methodist Dictionary," Paragraph 80.*) "A preacher left without appointment to attend schools may be employed as a supply in another Conference by a District Superintendent without being transferred." (*Discipline, 1920, Paragraph 211.*)

Section One—Educational Status

Section I sets forth the results of this careful investigation as to the educational status of Methodist Episcopal ministers under four general heads. First, the findings as to the degree of training which the present day ministers have received. Secondly, a comparison of periods of time to indicate whether there has been an advance or retrogression. Thirdly, the important question as to the relation of training to success as far as it can be gathered through a study of church reports. Finally, the question of a trained ministry as related to the rural church of today.

I. GENERAL REPORT OF FINDINGS

EDUCATION OF ALL MINISTERS REPORTING

Table 1 gives the results of the investigation as to the education of the 11,275 or 80% of the effective Conference members and probationers who gave their records. This table combines two sets of facts, one concerning the general education and the other the theological training. These facts as visualized are set forth in Chart A.

Chart A—Classification of All Ministers Reporting by General Education and Theological Training

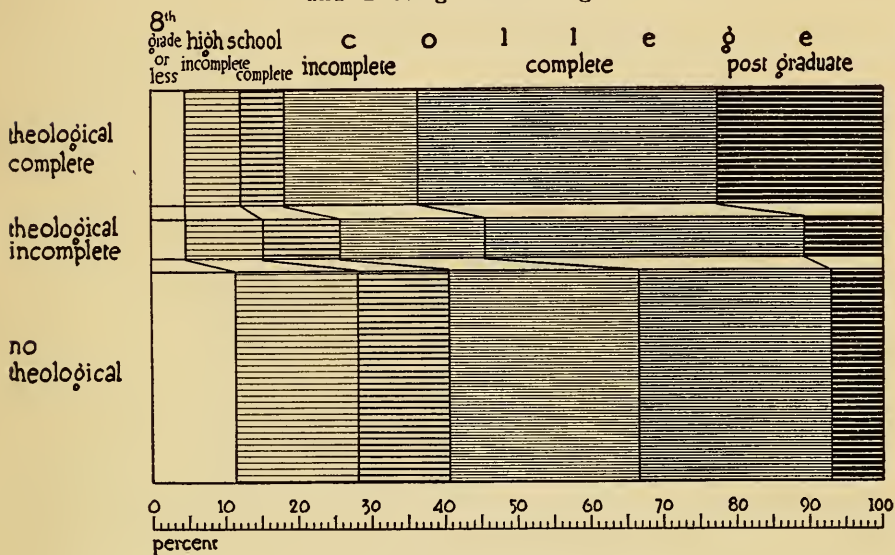


Table 1—Classification of All Ministers Reporting by General Education and Theological Training

	No Theological		Theological Incomplete		Theological Complete		Total	
	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent
(a) 8th grade or less	767	11.8	57	4.8	169	4.7	993	8.8
(b) High School Incomplete.....	1,077	16.6	126	10.6	268	7.5	1,471	13.1
(c) High School Complete	813	12.5	125	10.5	215	6.0	1,153	10.2
(d) College Incomplete	1,685	26.0	236	19.9	659	18.3	2,580	22.9
(e) College Complete	1,702	26.2	513	43.2	1,472	40.9	3,687	32.7
(f) Post Graduate	446	6.9	130	11.0	815	22.6	1,391	12.3
Total	6,490	100.00	1,187	100.00	3,598	100.00	11,275	100.00
Percentage totals		57.6		10.5		31.8		

Certain items in the foregoing table are combined hereafter for the purposes of this study.

(1) The items of incomplete theological training are combined with no theological.

(2) Those with complete theological training are divided on the basis of college graduation. The first four items are called "Theological Complete without College Degree"; the last two "Both College and Theological Complete." In the first of these two divisions are included all who have graduated from a theological school or have had three years of work therein, but who have not completed a college course. This is very different from the group in the graduate theological schools. In many cases, in fact, it does not imply a purely theological course at all, but one in which some high school or college branches are included.

(3) In all cases, men having had postgraduate work are included in the general classification of college graduates. It will be noted that postgraduate work receives no further consideration.

Chart B following, interprets Chart A and indicates these combinations which are used hereafter throughout the study.

Chart B—How Items in Chart A Are Combined in Chart C

e theological complete			g both college and theological complete		
<small>without college degree</small>					
a	b	c	d	f	
8 th grade or less	high school incomplete	high school complete	college incomplete	college complete	

METHOD OF CLASSIFICATION

The educational groupings described below are employed throughout the study.

Detailed Classification.

- (a) 8th grade or less.
- (b) High School Incomplete.
- (c) High School Complete.
- (d) College Incomplete.
- (e) Theological Complete without College Degree.
- (f) College Complete.
- (g) Both College and Theological Complete.

Threefold Classification.

The threefold classification is regarded as most important, because it makes clear (1) the number who are actually below the bare minimum requirements for conference admission, (2) those who while attaining to, or being above the minimum, do not attain to the full recommendation of the General Conference, and (3) those who have actually come up to the ideal set for the Methodist ministry.

In all the charts this threefold grouping is indicated by three distinctive types of shading.

(a-b) Part high school or less, which is below the present minimum requirement for conference admission.

“No candidate shall be admitted to an annual conference on trial until he shall have completed a course of study equivalent to the University Senate requirement for admission to college, except under special conditions, and then only after at least three years’ successful ministerial service under a District Superintendent, and only after a two-thirds vote of the Annual Conference. (Discipline, 1920, Paragraph 623.)

(c-d-e) High School complete, college incomplete, or theological complete without college degree, which are acceptable qualifications for conference admission but below the recommendations of the General Conference.

(f-g) College complete or both college and theological complete, which is the present ideal set for the ministry.

“The General Conference earnestly recommends to all candidates for the ministry of our church that they complete a full collegiate course of study, and, if possible, a course in one of our Theological Schools, before applying for admission to an annual conference.” (Discipline, 1920, Paragraph 623.)

Twofold Classification.

(a-b-c) High School or less.

(d-e-f-g) College incomplete or more.

Chart C—Condensed Classification of All Ministers Reporting

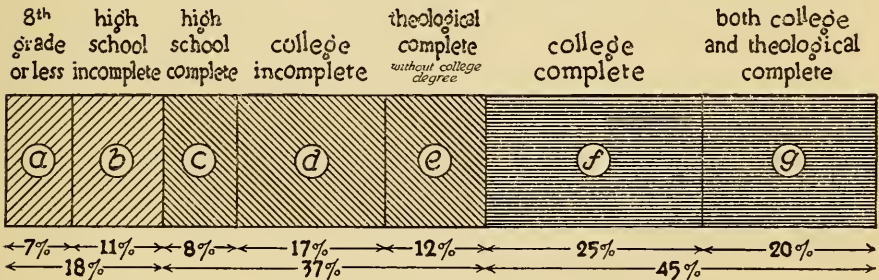


Table 2—Condensed Classification of All Ministers Reporting

DETAILED CLASSIFICATION			
Education		Number of men	Per cent
(a) 8th grade or less	.....	824	07.31
(b) High School Incomplete	.....	1,203	10.67
(c) High School Complete	.....	938	08.32
(d) College Incomplete	.....	1,921	17.04
(e) Theological Complete without College degree	.....	1,311	11.63
(f) College Complete	.....	2,791	24.75
(g) Both College and Theological Complete	.....	2,287	20.28
Total	.....	11,275	100.00

THREEFOLD CLASSIFICATION

(a-b)* High School Incomplete or less.....	2,027	17.98
(c-d-e) High School Complete, College Incomplete or Theological Complete without college degree	4,170	36.98
(f-g) College Complete or both College and Theological complete	5,078	45.04
Total	11,275	100.00

TWFOLD CLASSIFICATION

(a-b-c) High School complete or less	2,965	26.30
(d-e-f-g) College Incomplete or more	8,310	73.70
Total	11,275	100.00

* Letters a-b; etc., in these classifications refer to the groups designated by these same letters in the detailed classification above.

Table 2 and Chart C deal again with the entire number of Methodist ministers whose records were obtained. Among these are pastors, district superintendents, men under "Special appointment," preachers "Left without appointment to attend school" and a few who are on "leave of absence."

Of the 80% reporting, 18% or 2,027 secured only part of a high school course or less, which is below the present minimum standard for admission to Conferences; 37% or 4,170 are graduates of high school, have part of a college course or full theological without college degree; 45% or 5,078 are graduates of college or of both college and theological school. Included in this 45% are 25% or 2,791 who have a full college course and 20% or 2,287 who have both college and theological training.

Nearly 12%, or 1,311 are in the group designated as "Theological Complete without College Degree," which has been explained on a previous page. The 1,187 ministers indicated in Chart A and Table 1 as "Theological incomplete" do not appear in this or in subsequent tables, but are combined with the class "No Theological" as already stated.

The first table shows that 1,391 ministers have taken post-graduate work. In the above and remaining tables throughout the study they are not mentioned separately but are included in "College Complete" or "Both College and Theological Complete" classifications.

EDUCATION ACCORDING TO CLASS OF APPOINTMENTS

Table 3 includes the same ministers as Tables 1 and 2, but in the third they have been divided according to the work which they are doing.

The term "Pastors" in this table means effective conference members or probationers who were appointed to pastoral charges. By "Special appointments" is meant those in "detached" service who were appointed by the bishop under the provisions in Paragraph 208, sections 3 and 4 in the Discipline, 1920. "Students" include preachers on trial or Members of Annual Conferences who were left without appointment to attend school. (Discipline, 1920, Paragraph 211.) Men on "Leave of absence" refers to those granted a year without appointment under Paragraph 186 in the Discipline.

Of the 11,275 ministers being classified by appointments, there were 9,594 pastors, 344 district superintendents, 944 in detached service, 353 students without appointment and 40 who were on leave of absence.

Thirty per cent of the men on "leave of absence," 20% of pastors, 14% of district superintendents, 7% of ministers in detached positions, and 4% of students have not completed a high school course, and are therefore below the present minimum requirement for conference admission.

A wide variation is seen in the percentages in these groups of graduates of college or both college and seminary. There are 35% of the men on "leave of absence," 42% of pastors, 49% of district superintendents, 69% of students, and 71% of those under special appointment who have reached the ideal standard of the Church by completing either a college course or both college and seminary.

In these groups the highest percentage of non-high school graduates and the lowest percentage of college graduates are found among the men on "leave of absence," but the number of those reporting is almost too small to be of real significance. The highest percentage of college graduates is among the men under special appointment. In considering statistics relating to students it should be remembered that their training is still incomplete.

Table 3—Educational Status of All Ministers Reporting, Divided According to the Kind of Work They Are Doing

Education	Pastors		District Superintendents		Special Appointments		Students		Leave of absence		Total number of ministers	
	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent
(a-b) High School incomplete or less	1891	19.71	47	13.66	64	6.78	13	3.68	12	30.00	2027	17.98
(c-d-e) High School complete, College incomplete or Theological complete without College degree	3723	38.81	129	37.50	206	21.82	98	27.76	14	35.00	4170	36.98
(f-g) College complete or both College and Theological complete.	3980	41.48	168	48.84	674	71.40	242	68.56	14	35.00	5078	45.04
Total number and percentage....	9594	100.00	344	100.00	944	100.00	353	100.00	40	100.00	11275	100.00

EDUCATION OF PREACHERS IN CHARGE OF CHURCHES

In this particular section it seems wise to include local preachers and other "supply pastors" as well as regular Conference members who are preachers in charge of local congregations, but no confusion will result because the two groups are clearly differentiated.

In another section of the pamphlet a further study has been made of the "supply" problem. It is sufficient to say at this point that nearly 60% of "supply" pastors employed gave all their time to the work on the charges. They occupied much the same position as the regular Conference members who were pastors, and should be included when considering those who are directing local churches.

The figures given in the following paragraphs as to the number of pastoral charges, vacancies, and preachers in charge were taken from the latest reports which the Committee on Conservation and Advance had immediately preceding the assembly of the Fall Conferences of 1922 and the Spring Conferences of 1923.

According to the reports at the time above mentioned there were 16,525 pastoral charges. Of these, 445 were vacant and 269 were under the charge of pastors appointed to one church and "Supplying" in another. This left 15,811 different pastors and supply pastors, whose educational records were sought. Of this number 12,136 were regular Conference members and 3,675 were "supply" pastors. Table 4 shows that 9,594 or 79% of the effective Conference members and probationers and 2,480 or 67% of the "supply" pastors responded, making a total of 12,074 responses from preachers in charge of local churches.

The first section of Table 4 gives the educational status of pastors and "supply pastors" for all the Conferences in the United States. A comparison of these statistics with the ones relating to all ministers,* without regard to the work they are doing, shows that preachers in charge of local churches are relatively less well educated.

EDUCATION OF PREACHERS IN CHARGE OF CHURCHES COMPARED WITH ALL MINISTERS

Education	All ministers*	Preachers**
(a-b) High School incomplete or less.....	17.98%	26.78%
(c-d-e) High School complete, college incomplete, or theolog- ical complete without college degree	36.98%	36.85%
(f-g) College complete or both college and theological complete	45.04%	36.37%

*See Table 2.

**The term "preachers," an abbreviated form for "preachers in charge" which has already been explained as including active conference members and supply pastors who are holding churches.

Note: Analysis of statistics in last column of above table may be found on page 13.

Table 4—Educational Preparation of Preachers in Charge of Churches
Pastors (Conference members and probationers) and Supply Pastors
IN ALL CONFERENCES IN THE UNITED STATES

EDUCATION	Pastors	Supply Pastors	Total Preachers in Charge	Percentage Detailed	Percentage Threefold Classification
(a) 8th grade or less	770	857	1,627	13.48	26.78
(b) High School incomplete	1,121	486	1,607	13.31	
(c) High School complete	868	228	1,096	09.08	36.85
(d) College incomplete	1,703	396	2,099	17.38	
(e) Theological complete without college*	1,152	102	1,254	10.39	36.37
(f) College complete	2,244	298	2,542	21.05	
(g) Both college and theological complete...	1,736	113	1,849	15.31	
Total responses	9,594	2,480	12,074	100.00	100.00

IN WHITE ENGLISH-SPEAKING CONFERENCES

(a) 8th grade or less	498	704	1,202	11.84	24.27
(b) High School incomplete	838	424	1,262	12.43	
(c) High School complete	707	210	917	09.03	35.34
(d) College incomplete	1,460	375	1,835	18.08	
(e) Theological complete without college*	760	76	836	08.23	40.39
(f) College complete	2,108	289	2,397	23.61	
(g) Both college and theological complete	1,599	104	1,703	16.78	
Total responses	7,970	2,182	10,152	100.00	100.00

IN WHITE FOREIGN LANGUAGE CONFERENCES

(a) 8th or less	22	19	41	08.20	14.40
(b) High School incomplete	29	2	31	06.20	
(c) High School complete	27	1	28	05.60	57.00
(d) College incomplete	94	11	105	21.00	
(e) Theological complete without college*	140	12	152	30.40	28.60
(f) College complete	78	9	87	17.40	
(g) Both college and theological complete...	51	5	56	11.20	
Total responses	441	59	500	100.00	100.00

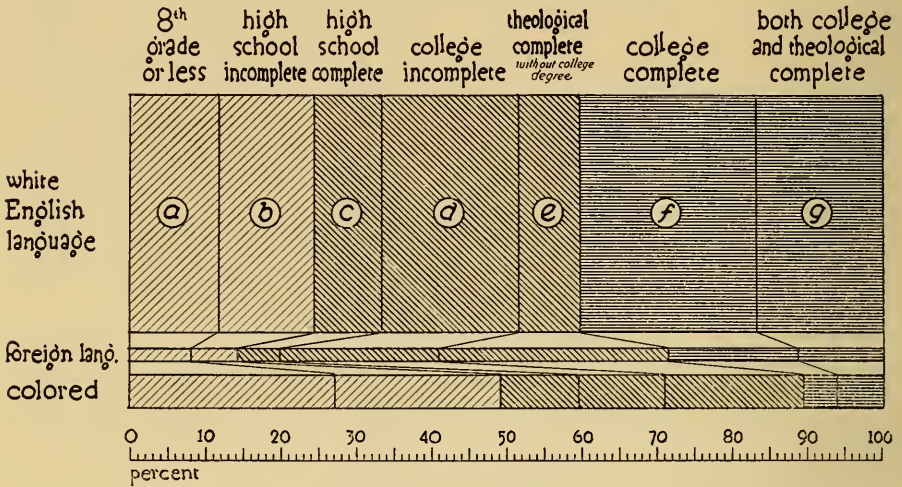
IN COLORED CONFERENCES

(a) 8th or less	250	134	384	27.00	49.08
(b) High School incomplete	254	60	314	22.08	
(c) High School complete	134	17	151	10.62	40.51
(d) College incomplete	149	10	159	11.18	
(e) Theological complete without college*	252	14	266	18.71	10.41
(f) College complete	58	0	58	04.08	
(g) Both college and theological complete...	86	4	90	06.33	
Total responses	1,183	239	1,422	100.00	100.00

*This group is designated elsewhere as "Theological complete without college degree." For brevity the word degree is omitted.

The last three groups in Table 4 give the entire number of preachers in charge of local churches according to language and races. Chart D makes clear the wide variations in the educational preparation of preachers in the different conference groups.

Chart D—Education of Preachers in Charge of Churches in Conferences Divided According to Language and Races



Nearly one fourth of those in the White English-Speaking Conferences, less than a sixth of those in the foreign language Conferences, and almost one half of those in Colored Conferences are without complete high school training. The small percentage of men in the foreign language conferences who have not completed a regular high school course and the great percentage in the high school and "theological without college" group is accounted for by the fact that a very large proportion of men in these Conferences have taken the combination high school and theological courses offered in the Norwegian-Danish and the Swedish Seminaries of the church.

Forty per cent of the preachers in White English-Speaking Conferences received either college or both college and seminary training, while but 10% of the colored preachers enjoyed that privilege.

II. EDUCATIONAL TREND

Is the Methodist Church keeping pace with the general educational advance in the United States? Are better prepared men now being admitted into her conferences than in former years? These questions are of vital importance. In the endeavor to find answers to them several comparisons have been made. The first of these is between men admitted into full conference relationship in three five-year periods—1886-1890, 1901-1905, and 1916-1920. The second deals with men admitted in the conference years 1901, 1905, 1911, 1916, and 1921. The third of the comparisons is by age groups. The fourth is an analysis of the class received on trial in the year 1922, and a comparison of that class with all other ministers.

COMPARISON OF MINISTERS ADMITTED 1886-1890; 1901-1905; 1916-1920

The first of the comparisons deals only with ministers now in the effective relationship, who were admitted into full membership in the three five-year periods mentioned. The fifteen intervening years between periods are sufficient to indicate whether the educational trend is upward or downward. The detailed results of the comparison are given in table 5, and are strikingly portrayed in Chart E.

Chart E—Comparison of Educational Preparation of Effective Ministers Admitted into Full Membership During the Three Five-Year Periods, 1886-1890; 1901-1905 and 1916-1920

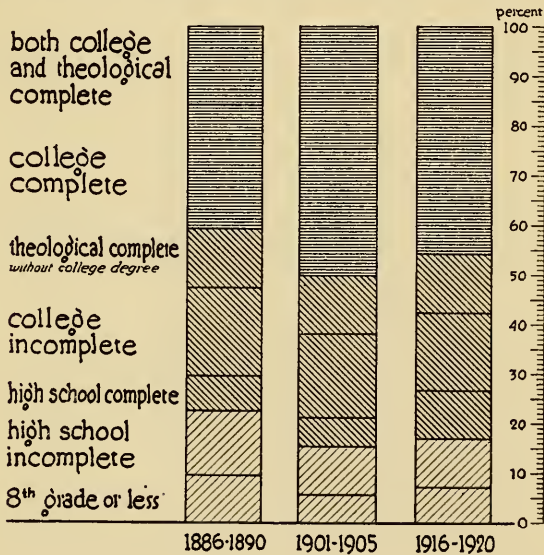


Table 5—Comparison of Educational Preparation of Effective Ministers Admitted into Full Membership During the Three Five-Year Periods, 1886-1890; 1901-1905 and 1916-1920

DETAILED CLASSIFICATION

Education	1886-1890		1901-1905		1916-1920	
	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent
(a) 8th grade or less.....	52	09.56	71	05.66	121	07.28
(b) High school incomplete.....	71	13.05	123	09.80	160	09.62
(c) High school complete.....	38	06.99	73	05.82	164	09.86
(d) College incomplete	96	17.65	211	16.81	260	15.63
(e) Theological complete	66	12.13	149	11.87	198	11.91
(f) College complete	135	24.82	322	25.66	318	19.12
(g) Both college and theological complete	86	15.81	306	24.38	442	26.58
Total	544	100.01	1,255	100.00	1,663	100.00

THREEFOLD CLASSIFICATION

(a-b) High school incomplete or less..	123	22.61	194	15.46	281	16.90
(c-d-e) High school complete, college incomplete or theological complete without college degree.....	200	36.76	433	34.50	622	37.40
(f-g) College complete or both college and theological complete.....	221	40.63	628	50.04	760	45.70
Total	544	100.00	1,255	100.00	1,663	100.00

TWOFOLD CLASSIFICATION

(a-b-c) High school complete or less..	161	29.60	267	21.27	445	26.76
(d-e-f-g) College incomplete or more..	383	70.40	988	78.73	1,218	73.24
Total	544	100.00	1,255	100.00	1,663	100.00

There was an improvement in the middle period (1901-1905), but a retrogression in the third. In the first period 9.5% of the ministers had only a common school education or less; in the second, the percentage of this class dropped to 5.6% but rose to 7.2% in the third. In the period from 1886-1890 there were 22.6% with incomplete high school training; fifteen years later this group had fallen to 15.4% but increased to 16.9% in the years 1916-1920.

The group with college or both college and seminary training has 40.6% in the first period; 50% in the second, and 45.7% in the third, which is a decrease of 4.3% for the years 1916-1920, in spite of the reported tremendous increase in the number of Methodist students in colleges and universities.

This showing is surprising. Many believe, or at least would like to believe, that a larger proportion of college men are being admitted into the ministry now than formerly. Some would say that the World War is to blame and that the decline is but a temporary one. The following comparison of admissions to conferences during years that were not in the war period would indicate that such is not the case.

COMPARISON OF MINISTERS ADMITTED
1901, 1905, 1911, 1916, and 1921

Table 6 and Chart F make it apparent that the World War cannot be wholly responsible for the decline in educational standards. It will be observed that the percentage of graduates of college or of both college and seminary was steadily decreasing before the War and has continued to do so.

Furthermore, a study of those who were admitted into conference relations below the minimum requirement, does not give great cause for elation. The percentage of men with incomplete high school training who were admitted in 1921 is only a fraction of a per cent less than it was in 1916, or five years previously; it is nearly four per cent higher than in 1911, or ten years previously; and is a three per cent increase over the year 1911.

Year	Less than High School Training	College or both College and Theological
1901.....	15.9%.....	53.6%
1906.....	16.3%.....	53.2%
1911.....	15.2%.....	42. %
1916.....	19.6%.....	41.3%
1921.....	19.1%.....	38.8%

The percentage of ministers admitted in 1921, however, with only a common school education is only about half as great as that of 1916.

Chart F—Comparison of Educational Preparation of Effective Ministers Admitted into Full Membership in the Years 1901, 1905, 1911, 1916, and 1921

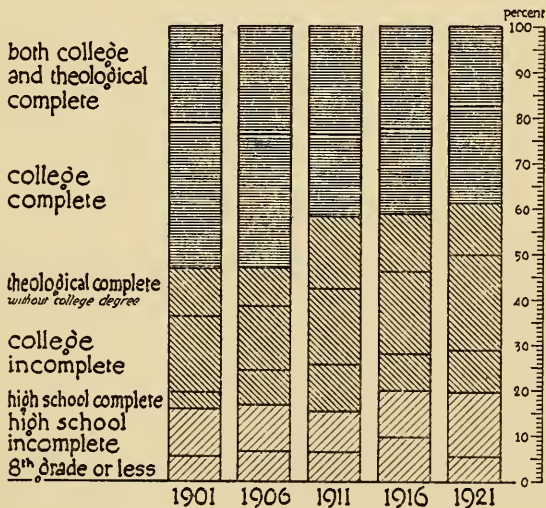


Table 6—Comparison of Educational Preparation of Effective Ministers Admitted into Full Membership in the Years 1901, 1906, 1911, 1916, and 1921

DETAILED CLASSIFICATION

Education	1901		1906		1911		1916		1921	
	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent	Number of men	Per cent
Eighth grade or less.....	11	5.31	18	6.52	20	6.37	38	9.69	21	5.31
High School incomplete.....	22	10.63	27	9.78	28	8.92	39	9.95	55	13.89
High School complete	7	3.38	22	7.97	32	10.19	32	8.16	37	9.34
College incomplete	35	16.91	39	14.13	52	16.56	71	18.11	84	21.21
Theological complete without college degree	21	10.14	23	8.33	50	15.92	50	12.76	45	11.36
College complete	67	32.37	81	29.35	56	17.83	73	18.62	84	21.21
Both College and Theological complete	44	21.26	66	23.91	76	24.20	89	22.70	70	17.68
Total	207	100.00	276	99.99	314	99.99	392	99.99	396	100.00

THREEFOLD CLASSIFICATION

High School incomplete or less.....	33	15.94	45	16.30	48	15.29	77	19.64	76	19.19
High School complete or College incomplete or Theological complete without College degree.....	63	30.43	84	30.44	134	42.67	153	39.03	166	41.92
College complete or both College and Theological complete.....	111	53.62	147	53.26	132	42.04	162	41.32	154	38.89
Total	207	99.99	276	100.00	314	100.00	392	99.99	396	100.00

TWOFOLD CLASSIFICATION

High School incomplete or less.....	33	15.94	45	16.30	48	15.29	77	19.64	76	19.19
College incomplete or more.....	174	84.06	231	83.70	266	84.71	315	80.36	320	80.81
Total	207	100.00	276	100.00	314	100.00	392	100.00	396	100.00

COMPARISON BY AGE GROUPS

This comparison includes both effective Conference members and men on trial. Among the number are several hundred students who were "left without appointment."

Table 7 and chart G very graphically show the educational status of ministers according to ages. The differences in percentages for the various age groups are indicated below in a little less detailed form.

Ages	Less than high school training	College or both college and theological
60 and above	29%	37%
50-59	21	43
40-49	18	45
30-39	14	48
Below 30	5	53

The steady decline in the percentage with incomplete high school courses and the increase in college and theological graduates are gratifying.

Chart G—Educational Status of Effective Conference Members and Probationers
Classified by Age Groups

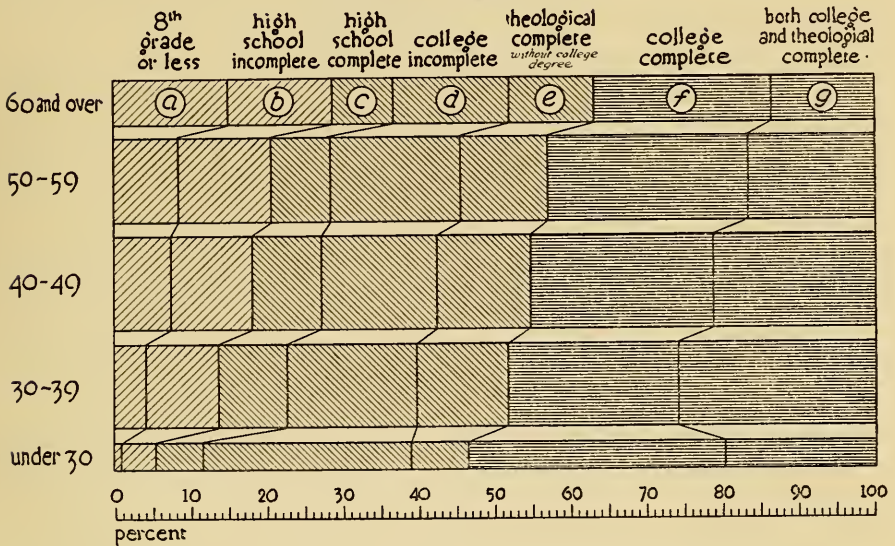


Table 7—Educational Status of Effective Conference Members and Probationers
Classified by Age Groups

DETAILED CLASSIFICATION

Education	Ages		Ages		Ages		Ages		Ages		Total ministers
	60 and above		50-59		40-49		30-39		Below 30		
Eighth grade or less.....	224	15.07	243	8.41	235	7.52	112	4.05	9	.99	823
High School incomplete.....	203	13.66	356	12.33	330	10.56	265	9.58	40	4.41	1194
High School complete.....	121	8.14	229	7.93	283	9.06	249	9.01	56	6.17	938
College incomplete	225	15.14	493	17.07	481	15.40	473	17.11	249	27.45	1921
Theological complete without College degree	164	11.04	324	11.22	383	12.26	329	11.90	68	7.50	1268
College complete	350	23.55	762	26.39	751	24.04	618	22.35	306	33.74	2787
Both College and Theological complete	199	13.39	481	16.65	661	21.16	719	26.00	179	19.74	2239
Total	1486	99.99	2888	100.00	3124	100.00	2765	100.00	907	100.00	11170

THREFOOLD CLASSIFICATION

High School incomplete or less	427	28.73	599	20.74	565	18.09	377	13.63	49	5.40	2017
High School complete or College incomplete or The- ological complete without College degree	510	34.32	1046	36.22	1147	36.71	1051	38.01	373	41.12	4127
College complete or both College and Theological complete	549	36.95	1243	43.04	1412	45.20	1337	48.36	485	53.47	5026
Total	1486	100.00	2888	100.00	3124	100.00	2765	100.00	907	99.99	11170

Unfortunately, the higher percentage of men who have reached the ideal set for the church does not improve the educational status of the ministry greatly, owing to the deplorably small number of trained young men who have been admitted into the conferences in recent years.

Most of the men now above the age of 60 were admitted 35 or 40 years ago. Of the original number at least 549 graduates of college or of both college and theological schools are left in the effective ranks. When the men now in the twenties have reached the age of these oldest conference members how many college men will survive? It is perfectly evident that the number will be decidedly less because even now there are 64 fewer.

When the young conference members, now in the twenties, take the places of those who are at present ten or twenty or thirty years their seniors what will be the result? A glance at the age tables reveals the disquieting fact that in no one of these periods can there be more than about a third as many, even though none were lost in intervening years from any of the causes that are certain to deplete their ranks. In ten years when they take the places of those now in the thirties, will it mean 485 college men minus the losses, instead of 1,337? In twenty years when they have entered the 40 age group will the numbers be 485 minus the losses compared with 1,412? In thirty years when they are in the fifties will the proportion be 485 minus the losses instead of 1,243?

No doubt there are some who think that a far smaller number of men in the twenties than any other age group is to be expected. But facts do not support such a view. The vast majority of men who enter the Methodist ministry become members of conferences before reaching the age of 30. Of the ministers who are now in the thirties, 78% were received on trial while in the twenties. The older men who enter conferences are usually more poorly educated than the average minister.

It is true that the youngest age group will be increased by further additions, but even though it were doubled there would still be a smaller number of college men than are found in any of the groups except the oldest.

What will be the educational status of the Methodist ministry of the next generation?

Where is there proof that it will be better trained than the present one? Evidence does indicate that it will have a far smaller number of thoroughly prepared men.

EXPLANATION OF APPARENT CONTRADICTIONS IN COMPARISONS

The comparisons made in tables 5 and 6 which are according to years of admission, with table 7, which deals with age groups, seem to be contradictory. In the years 1916-1920 a smaller percentage of college men were admitted than in the five-year period fifteen years before. In 1921 the percentage of college and seminary graduates was the smallest in any of the five years considered. But when the educational qualifications of ministers were studied by age groups the youngest men proved to be the best educated.

How is it possible to have an increase in the percentage of college and seminary graduates among the men under 30 years of age and yet have a lower

percentage among those admitted in 1921 and other recent years than in former years? A few statements may explain.

1. The conference members considered in making the comparisons by years are those admitted into full membership. Fifty-nine per cent of the men under 30 years of age are still on trial and, therefore, are not among those counted.

2. If men of uniform ages were admitted every year and the youngest men in conferences always meant the latest additions the decline would not be real, but this is not the case. The ones now in the twenties are not the product of a single year. One was received on trial in the year 1910; 17 in 1917; 22 in 1918 and from 50-85 each year for the last five years.

Those admitted into full membership have also been coming into the conferences since 1914 when three were admitted. In 1919 forty were admitted and larger numbers have been added in the last three years.

3. Every year older and more poorly trained men are admitted into conference under special conditions alongside of the younger and better trained men. This means a lowered percentage.

Comparison of Ages and Education of Men when Admitted to Conferences

An examination of the education of the men now in their thirties, including conference members and probationers, shows that those with

- Eighth grade education entered at the average age of 31.77.
- Part high school education entered at the average age of 30.73.
- High school education entered at the average age of 30.87.
- Part college education entered at the average age of 29.31.
- College education entered at the average age of 28.78.
- Theological education without college degree entered at the average age of 29.38.
- Both college and theological education entered at the average age of 28.96.

A similar study was made of the men who were received on trial in 1922. The result is the same. The oldest men received are the most poorly educated; the youngest have the best education.

Education and Average Age of Men Received on Trial in 1922

Education	Number of Men	Average Age
8th grade	21	36
Part high school	53	33
High school	47	29
Part college	112	27
Theological without college.....	21	30
College	78	27
College and theological.....	26	28

4. A further decline in percentage comes from those received on credentials from other denominations. These men as a rule have less education than Methodist ministers in general. The records of 102 of those who stated that they had been received on credentials in various years as compared with the educational qualifications of Methodist ministers in general are given below.

Educational qualifications	Men received on Credentials	All ministers
Less than high school	21.56%	17.97%
High school, part college or theological without college	55.88	36.96
College or both college and theological....	22.54	45.05

EDUCATIONAL STATUS OF MEN RECEIVED ON TRIAL
IN 1922

To give further light on the educational trend of the ministry it is well to analyze the status of those now entering the conferences on trial. Table 8 is based on replies from 66% of the 524 men who were received on trial in the various conferences in the year 1922.

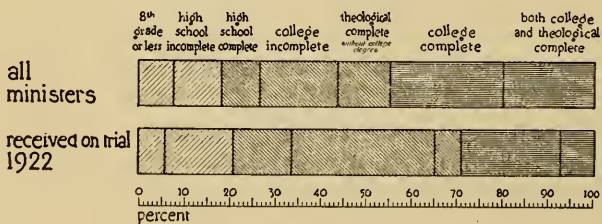
Table 8—Educational Status of Men Received on Trial in 1922

Education	DETAILED CLASSIFICATION	Number	Percentage
8th grade		21	05.87
High school incomplete		53	14.80
High school complete		47	13.13
College incomplete		112	31.28
Theological complete		21	05.87
College complete		78	21.79
Both college and theological complete.....		26	07.26
		358	100.00
THREEFOLD CLASSIFICATION			
High school incomplete or less.....		74	20.67
High school complete, college incomplete or theological complete		180	50.28
College complete or both college and theological complete		104	29.05
		358	100.00
TWFOLD CLASSIFICATION			
High school incomplete or less.....		121	33.80
College incomplete or more		237	66.20
		358	100.00

There were 21% of these men who have not yet reached the minimum requirement for conference admission of a complete high school course; and only 29% have attained to the ideal set for the church by finishing college or both college and seminary.

A comparison of these percentages with those for all ministers* raises serious questions as to the progress which the church is making regarding educational standards in the ministry.

Chart H—Comparison of Educational Preparation of All Ministers with Men Received on Trial in 1922



*See Table 2.

Education	All ministers*	Received on trial in 1922
High school incomplete or less.....	18%	21%
High school complete, college incomplete or theological without college degree	37	50
College or both college and theological.....	45	29

*See Table 2, page 10.

The relatively smaller percentage of non-college graduates can be accounted for in part by the fact that in a number of cases the men on trial are still enrolled as students in colleges and seminaries and the percentage will be higher when their training is complete.

Is it possible to explain the high proportion of those without high school training on the same basis? A comparison of education and ages will answer.

Table 9—Education of Men Received on Trial in 1922 by Age Groups

Education	Ages							Total ministers
	Below 25	25-29	30-34	35-39	40-45	45-50	Above 50	
8th grade or less.....	1	1	4	10	3	0	2	21
High school incomplete.....	5	11	20	8	4	4	1	53
High school complete.....	10	14	12	10	1	0	0	47
College incomplete	43	33	19	11	4	1	1	112
Theological complete without college degree	2	11	5	2	0	0	1	21
College complete	28	28	15	4	2	0	1	78
Both college and theological complete	5	11	8	2	0	0	0	26
Total ministers reporting.....	94	109	83	47	14	5	6	358

Of the 358 reporting, 121 had high school training or less. Only 16 of this number are below the age of twenty-five, while 43, or nearly a third, are thirty-five or more years of age, and 3 are beyond fifty.

It is perfectly apparent that not many of these will be apt to enroll in educational institutions for further training. They were received on trial after having served under district superintendents as "supply" pastors and in all probability will be admitted into full membership under the special conditions mentioned in paragraph 623, section 2, of the Discipline.

Not only age but also family responsibilities will bar a number from more thorough preparation. A little more than two-thirds of them are married; many have families, in some cases large ones.

III. RELATION OF TRAINING TO EFFICIENCY

For the purpose of such a study as this, it is necessary to establish an arbitrary standard of efficiency, the same as in training. No material accounting will ever do justice to or measure the full results of any man's ministry. Nevertheless, there is value in the visible achievements as measured in such accepted facts as salary, benevolence, church membership, and Sunday School enrollment.

Chart I—Relation Between Training and Efficiency as Measured by Average Church Membership and Average Sunday School Enrollment

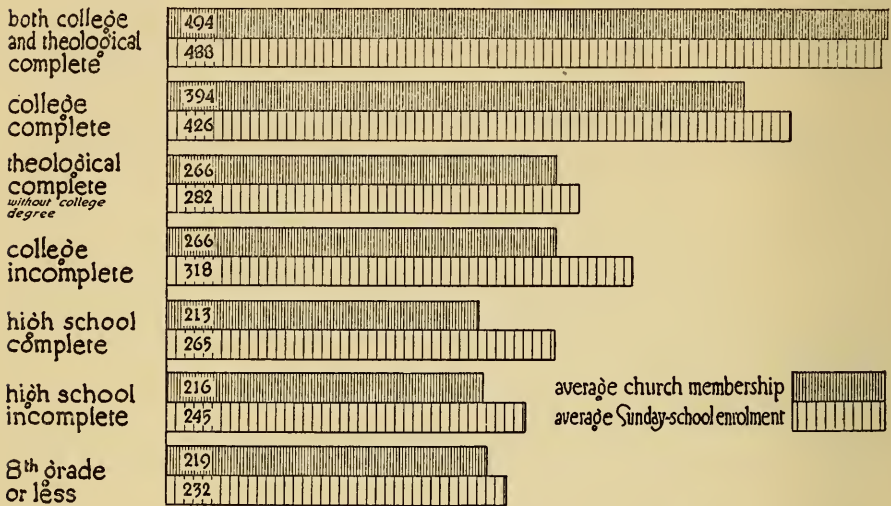


Table 10—Relation Between Education and Efficiency as Measured by Numbers

These statistics deal with 2,461 effective conference members between the ages of 40-49 who were holding charges and who replied to the questionnaire.

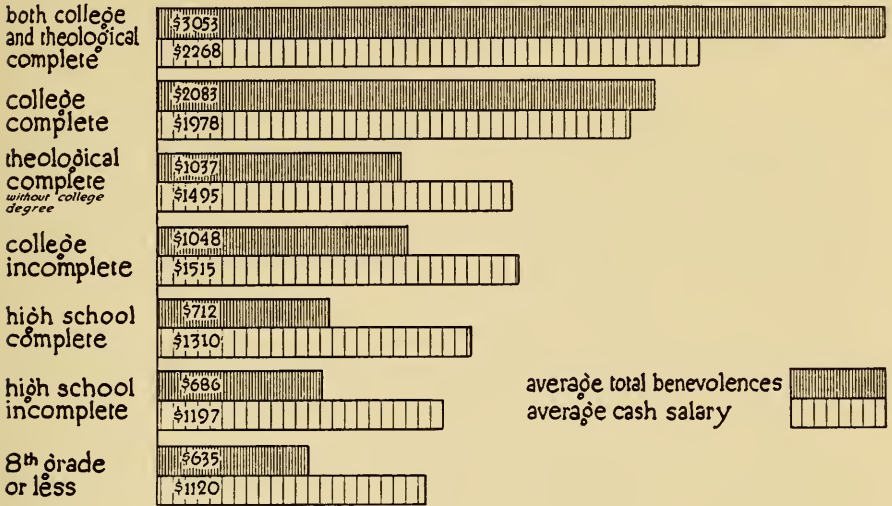
AVERAGE CHURCH MEMBERSHIP

	8th grade	Part High school	Full High school	Part College	Full College	Full Theological	College and Theological
Whole church	219	216	213	266	394	266	494
White, English-speaking	261	234	230	287	410	294	515
Foreign-speaking	109	191	85	111	174	159	193
Colored	147	163	153	159	233	237	305

AVERAGE SUNDAY SCHOOL ENROLLMENT

	232	245	265	318	426	282	488
Whole church	232	245	265	318	426	282	488
White, English-speaking	308	288	301	354	477	342	510
Foreign speaking	144	216	93	146	228	158	227
Colored	96	111	111	116	136	172	229

Chart J—Relation Between Training and Efficiency as Measured by Average Total Benevolences and Average Cash Salary, House Rent Not Included



AVERAGE TOTAL BENEVOLENCES

	8th grade	Part High school	Full High school	Part College	Full College	Full Theological	College and Theological
Whole church	\$635	\$686	\$712	\$1048	\$2083	\$1037	\$3053
White, English-speaking	849	810	814	1199	2188	1326	3258
Foreign-speaking	368	1356	508	521	1119	965	964
Colored	178	158	183	115	407	335	531

AVERAGE CASH SALARY (not including house rent)

	8th grade	Part High school	Full High school	Part College	Full College	Full Theological	College and Theological
Whole church	\$1120	\$1197	\$1310	\$1515	\$1978	\$1495	\$2268
White, English-speaking	1443	1376	1462	1661	2054	1753	2358
Foreign-speaking	809	1512	824	1099	1364	1244	1359
Colored	544	591	647	603	753	897	978

Perhaps it will be advisable to make a little further comparison of the averages as they relate to men in different sections of the country. (The geographical divisions in the following table are according to the United States Census.* The comparisons have been made between graduates of high school, college and both college and theological schools.)

*In cases where conference boundaries do not follow state lines, certain adjustments had to be made.

Table 11—Averages by Geographical Divisions

Division	Education	Church membership	Sunday School enrollment	Total benevolences	Salary
New England	High school	126	213	\$474	\$1190
	College	461	518	2562	2124
	College and theological.....	367	393	1815	2055
Middle Atlantic	High school	250	303	1080	1572
	College	484	524	3086	2202
	College and theological.....	497	490	3372	2301
No. Cent. E.	High school	287	358	1172	1518
	College	447	469	1993	2020
	College and theological.....	606	553	3628	2441
No. Cent. W.	High school	198	259	723	1574
	College	332	353	1450	1978
	College and theological.....	483	523	2972	2491
So. Atlantic	High school	265	400	636	1474
	College	487	569	2595	2056
	College and theological.....	610	550	4083	2540
So. Central	High school	283	296	142	766
	College	451	491	2023	2371
	College and theological.....	339	491	1797	2317
Mountain	High school	78	156	251	1200
	College	269	334	1646	1854
	College and theological.....	647	560	4483	2858
Pacific	High school	135	236	332	1251
	College	323	414	2769	2034
	College and theological.....	409	417	3158	2060

From this study of the records of 2,461 ministers as to church membership and other measures of success, the following conclusions can be drawn:

1. In all cases, not only in the entire church, but in the different sections of the United States, the men who have had inadequate educational preparation, have fallen far below the averages of the men who have been trained in colleges and theological schools.

They have also dropped below the general averages for the entire church as the following figures indicate:

	Averages for the entire church (1922)	Averages for men with 8th grade education
Church membership	233	219
Sunday School enrollment.....	264	232
Total benevolences	\$991	\$635
Cash salary	1,271	1,120

2. Men with theological training without college degree are below the average of college graduates.

In practically all cases men with theological training but without a previous college course, have dropped far below the averages of the college graduates who have had no technical training except such as the college may offer. In three of the four respects in which they are here compared they are below the

averages of men with only a partial college course, and in church membership are just equal to them.

It should be pointed out again, however, that in many cases the men in this group have not had a purely theological course, but one in which some high school or college branches are included. (See page 8.)

3. Graduates of college and theological schools reach the highest average.

Consideration of the statistics of the relationship of education and the size of a man's church membership, salary, etc., shows that graduates of college and theological schools have reached the highest averages almost without exception.

Throughout Methodism the largest churches and the conspicuous positions for the most part are occupied by men with collegiate, and very frequently with seminary training in addition.

But other facts must be stated. Before deciding whether or not the college and theological men always reach the highest averages it is well to ask, "Where are the men at work? Are they in the country or in the city?"

Of the 2,461 ministers whose records have just been studied, 483 had less than a high school education and 497 had completed both college and seminary. It was found that 78% of those with incomplete high school training were preaching in the open country or in towns of less than 2,500 population, while 68% of the college and seminary graduates were in cities or towns of more than 2,500.

Chart K—Percentage of College and Seminary Graduates Holding Charges in the City and in the Country as Compared with Men of High School Training or Less

	urban	rural
college and theological	68%	32%
high school or less	22%	78%

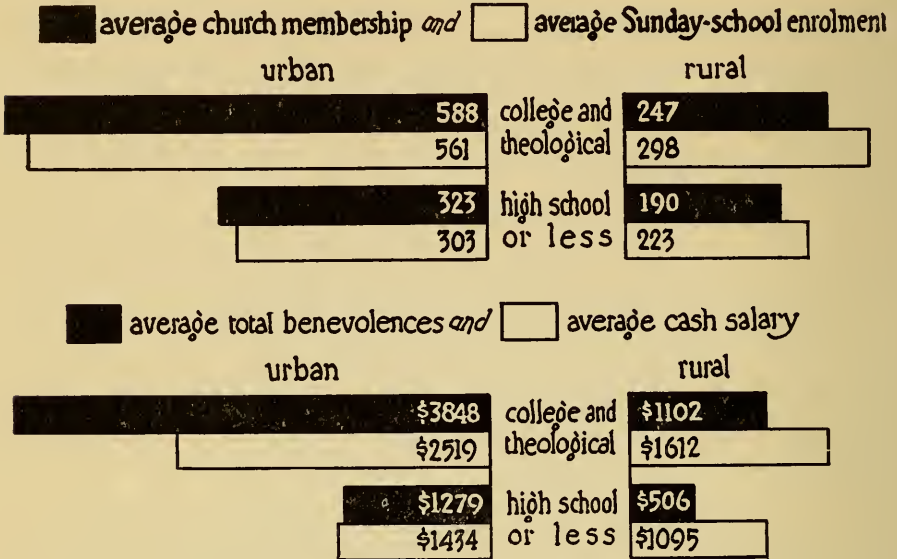
Did the eighth grade graduates in the city reach as high an average as the college men? Did the college and theological men in the rural church maintain their high averages?

The following table will answer these questions, as far as pastors between the ages of 40-49, who answered this questionnaire, are concerned.

	Entire church	Both city and rural		Rural pastors		City pastors	
		H.S. or less	Coll. and Theo.	H.S. or less	Coll. and Theo.	H.S. or less	Coll. and Theo.
Church membership.....	233	218	494	190	247	323	588
S. S. enrollment.....	264	240	488	223	298	303	561
Total benevolences	\$991	\$665	\$3,053	\$506	\$1,102	\$1,279	\$3,848
Cash salary	1,271	1,165	2,268	1,095	1,612	1,434	2,519

Chart L—College and Seminary Graduates in Rural and City Charges as Compared with Men of High School Training or Less

(These statistics still deal with the men between the ages of 40-49. The comparison is between those who have part high school or less and those having both college and theological training.)



The college man in the city goes far above the man with less training. Likewise in the country he is ahead, though it is evident that his averages are vastly less than the city average, for ministers of equal training. The highly trained man in the country has an advantage over his less thoroughly trained brother, as indicated by the fact that his salary is about \$500 more on the average, and his benevolent collections are more than twice as much. His church membership, however, is less than half the size of the men with equal training who are in the city.

If the figures mean anything, the suggestion is ventured that the men who are devoting their lives to the open country, from which Jesus drew so much of His inspiration, under present conditions are compelled to find some other measure of efficiency than large statistics for annual conference reports.

The better trained man does have an advantage over the one with less training, so long as large churches are available, but 66%* of the Methodist charges in the United States are rural, and most of these are small. There are only about 1,300 charges out of 16,625 that pay a cash salary of \$2,500 or more and the average for the church is \$1,271. Perhaps college and theological men would be glad to serve the 1,300 charges but what of the remaining 15,325, or at least the rural charges? Must the smaller churches continue to be under the direction of the more poorly educated men in the ministry? Can the church hope for thoroughly trained men for the weak places, many of which are now "left to be supplied"? This raises still another question as to the contribution which college and seminary men are making toward the solution of the rural church problem to-day.

*See "Christian Democracy for America," by Forsyth & Keeler, p. 50.

IV. TRAINED MINISTERS AND THE RURAL CHURCH

THE IMPORTANCE OF THE RURAL CHURCH

The country church is the foundation of the whole Methodist church.

(1) Pioneer preachers with heroic devotion established Methodist societies in hamlets, in villages or in the open country throughout the entire United States. A great majority of the 16,625 charges at the present time are in the open country or in towns of less than 2,500 population.

(2) The membership growth of the city church has been due in large measure to the rural church. From her congregations members have gone to strengthen charges in the city or even to make their existence possible.

(3) The rural church has furnished much of the leadership for Methodism. She has filled the Methodist pulpits in the city and given the administrative leaders to the denomination. According to the survey of the Inter-Church World Movement, 66.7% of Methodist ministers are the sons of farmers. (World Survey, American Volume, page 197.)

FORMER ATTITUDE TOWARD THE RURAL CHURCH

What reward has the rural church been given for her service to Methodism?

(1) The charges in the country have been "left to be supplied." Last year 87% of all charges in this class were rural.

(2) The charges in the country have been quite generally under the direction of the most poorly educated men in the ministry.

Attention has already been called to the fact that only 32% of the college and seminary graduates now between the ages of 40-49 are in rural charges, while 78% of the ministers in the same age group, with less than high school training are pastors of country churches. Furthermore, out of 2,480 "supply" pastors holding charges last year, 857 or 34.5% had only a common school education or less, and 1,571 or 63% had less than a complete high school course.

There are various causes for the situation mentioned above, but the attitude held toward the rural church until recently has been sufficient to produce the condition. No other result could have been expected. The general policy of Methodism in the past is so clearly stated by one of the district superintendents that he is quoted at length.

"It has been the plan during many years to appoint young men just starting in the ministry to rural churches to see what they had in them. If they gave promise they were moved to a village or city church. There was no thought in the minds of the Cabinet, nor in his mind, that he was to spend any length of time on such a charge and his only ambition was to do enough to call attention to his worth so as to be called out as soon as possible. In other words the church has trained her young preachers to look at the rural church simply as a stepping stone to something higher. If it was not possible to find a "beginner," then the Cabinet sent some older preacher who was not able to do much hard work. The result of this policy has been the decline of the rural church.

"If we are to solve the rural church problem we must have a new emphasis put on the VALUE of the rural sections of our country, and produce a trained young leadership which is willing to devote a lifetime to that field. As the old run-down farms, many of which have been abandoned, will respond to modern methods of agriculture, and give splendid returns, so will the rural

church respond to real leadership and give splendid returns to the Christian church. I am sure that at least 75% of the rural church problem is the PASTOR. Given the right kind of leader and a program, nearly any community will not only become self-supporting on an adequate scale, but will become a much larger supporter of the World Program. This I know is true of all the charges on my district which now have 'supply' preachers."

THE RURAL LEADERSHIP TRAINING MOVEMENT

In 1916, the General Conference made provision for the establishment of the Department of Rural Work in the Board of Home Missions and Church Extension of the Methodist Episcopal Church to encourage the teaching of rural sociology in our schools. The purpose of this provision was obviously to counteract the undue emphasis upon urban life, or to give proper emphasis to the importance of rural life and to present to the students an adequate view of the challenge rural America offers to the college student for life service. The establishment of rural leadership in connection with our educational institutions has had the placing of rural life in proper perspective before Methodist college students as its first objective.

In 1919, Iliff School of Theology established the first chair of rural leadership and this beginning has grown until at the present thirty-four Methodist Schools of Theology, Colleges, Wesley Foundations and Secondary Schools are giving special attention to the rural work.

Summer schools for country pastors are also conducted by the Rural Department. There are twenty-one of these training schools, which are held for three weeks during the summer. At the close of this year there will have been nearly 4,500 ministers in attendance at these schools and the demand for them is greater than ever before. The teachers for the schools are selected from among the most successful pastors in Methodism. The United States Department of Agriculture is furnishing without expense to our Board of Home Missions and Church Extension, teachers for subjects in Home and Community Improvement. The State Boards of Health are giving, without expense to the church, the services of their staff for the courses in Public Health and Hygiene.

Pastors and district superintendents are bearing testimony to the great service which these schools are rendering. All who are concerned about the future of the rural church place much hope in the new Department of Rural Work in the Board of Home Missions.

HOPEFUL SIGNS OF A CHANGING SITUATION

No further statistics are necessary to prove that in the past the best educated ministers were not found in the country churches. May the church hope that the situation is changing? What contribution are the younger college and seminary graduates making toward the solution of the rural church problem at present?

Careful examination of table 12 gives some evidence that the younger trained men in the ministry are giving consideration to the rural church problem.

Out of 497 college and seminary graduates between the ages of 40 and 49 only 157, or 31.5% were holding rural charges in 1922. In the same year 234

or 60.4% of the college and seminary men between the ages of 30-39 were in the country. Among the older men who are in the country only 5% are in towns of less than 250, while among the younger men this percentage has increased to 9%.

The educational records of 94 rural pastors who are considered by church leaders as doing good work along modern lines were recently examined. These were chosen without reference to education but because of work accomplished. They were entirely independent of this investigation. It was found that 76% of these had taken at least part of a college course; 50% had a complete college course, and 30% of these college men were also seminary graduates. The majority it is true are comparatively young men. Perhaps they are only waiting for a good city opening, but some at least seem devoted to their rural task.

Chart M—Comparison of College and Seminary Graduates in City and Rural Charges

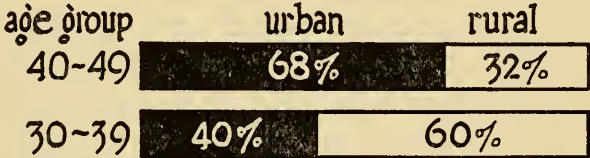


Table 12—Comparison of College and Seminary Graduates in City and Rural Charges

Population	Ages 40-49		Ages 30-39	
	Number of men	Percentage	Number of men	Percentage
2,500 and below	157	31.5	234	60.4
Above 2,500	340	68.3	153	39.5
	497	99.8	387	99.9
250 and below.....	27	05.4	35	09.0
250-1,000	66	13.2	118	30.5
1,000-2,500	64	12.8	81	20.9
2,500-10,000	113	22.7	44	11.4
10,000-50,000	101	20.3	45	11.6
50,000-500,000	80	16.0	41	10.6
500,000 and up.....	46	09.2	23	05.9
	497	99.6	387	99.9

Dr. P. L. Vogt, Director of the Department of Rural Work in the Board of Home Missions, makes these statements concerning the present situation in educational institutions:

"The convention regarding the undesirability of rural work as a life service still remains as a challenge to most of the group. At one institution the

Oxford Club has practically no one in its membership that cares for rural work. At others, rural courses still have light registrations. This would be discouraging were it not for the fact that this difficulty is to be found not only in the pioneering efforts of this group but also in registrations in Normal Schools and other institutions where rural work comes into competition with courses leading to other types of service. In the face of the difficulties presented encouraging progress has been made. At Boston University a large proportion of the best Theological Seminary Graduates are specializing in rural work. At Garrett, out of one hundred students who recently expressed themselves as to the type of work in which they wished to specialize, twenty-seven chose the rural work and twenty-one urban fields. The other were distributed among religious educational foreign work and other special types of service."

His testimony in regard to Boston University and Garrett Biblical Institute is borne out by the following quotations.

In answer to the question as to whether or not the new rural movement is securing college and theologically trained men as leaders, Dr. M. A. Dawber, Professor of Rural Church Methods, writes as follows:

"At Boston University School of Theology and the School of Religious Education, we have had a splendid response to the appeal of the Rural Church. During the last four years I should say that an average of 30 men has gone into rural work. Some of the best men in the school have selected this field. I know two now in England of last year's class who are going to Denmark to study this summer and take up work in the fall conferences."

Dr. C. J. Hewitt, Director of Rural Field work in Garrett Biblical Institute writes as follows:

"We have an increasingly large number of men who are preparing for rural work. In a recent survey of the student body of Garrett 24 per cent said that they were preparing for rural work. Last year two young men of the senior class went to Montana. One of them happens to be at Shelby. I have kept in touch with him and one could scarcely imagine a more difficult job than he has had.

"I might add this word. The most popular man in Garrett today, or at least the one who was elected as president of the student organization, has no other desire than to go into the country. There is no question but that he will have any number of opportunities. His desire is to go to one of the western States. He covets a hard job. But so far the best that any of the District Superintendents from his home state has offered him is a place paying \$1,200."

At present the church leaders responsible for the direction of men who are considering the rural fields, are urging the necessity of thorough preparation, which should not only include college and theological training but also advanced work, whenever possible. In time the impression that the man serving a country charge is below par may disappear and thoroughly trained young men will be more willing to choose the country as their life's opportunity.

The hope expressed by a District Superintendent for the Commission on Life Service may well be the endeavor of all who are dealing with prospective candidates for the Christian ministry.

"If your Commission can secure a group of young men who have caught the vision of the need and possibilities of the rural church, and with ears closed to the call of the city, and the lure of rushing centers of industry, and who are willing to devote their lives to the rural communities, you will have rendered a great service to Methodism, and to the Kingdom of God."

Section Two—Numerical Strength

Section II is a study of the real numerical strength of the Methodist Episcopal ministry. Is it adequate? Are we gaining or losing? Where are the gains or losses principally found? Is the ratio between the various age groups normal and healthy? At what age do men enter conference? Are the theological schools training enough men? Does the church need fewer ministers today than formerly? These are searching questions. Only in a square facing of the facts is there hope for an adequate ministry for the church in the future.

I. GAINS AND LOSSES IN CONFERENCE MEMBERSHIP

So much has been said and written in recent years, regarding ministerial shortage that the subject needs no further discussion. It does seem advisable, however, to bring figures up-to-date to find out the exact situation at the present time.

Has the Methodist Church a sufficient number of effective members of annual conferences adequately to provide for her needs in the United States? How many men are needed yearly to take the places of those lost through death and other causes? How great are the gains in conferences? Do the gains exceed the losses? How many are needed adequately to provide for charges "left to be supplied"? What is the number of prospective ministerial candidates?

These questions are of vital concern to the church. Some of them cannot be answered with accuracy but it is possible to secure a considerable amount of authentic information regarding others. A detailed study of the actual changes which have occurred in the effective membership of Annual Conferences in the United States gives accurate answers to several of the above questions.

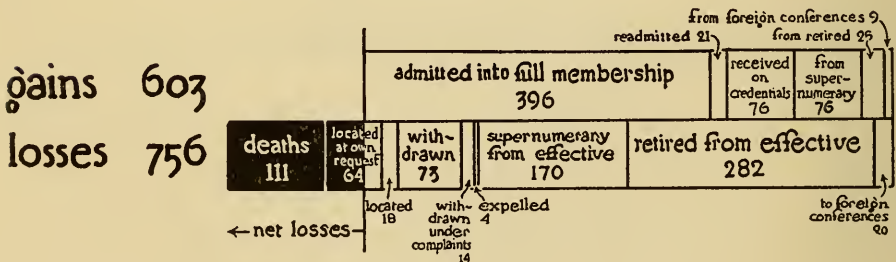
Such an investigation was made for the conference years 1911, 1916 and 1919-1922 inclusive. The study was made for the years 1911 and 1916 mainly for purposes of comparison. The greatest interest centers in the four-year period 1919-1922. The figures relate to the effective members and men on trial of Annual and Mission Conferences in the United States only.

Note: Statistics were obtained from the general and local minutes of annual conferences.

AVERAGE YEARLY GAINS AND LOSSES IN EFFECTIVE CONFERENCE MEMBERSHIP 1919-1922

The following chart clearly represents the average yearly changes that have occurred in the effective full membership of the Annual and Mission Conferences in the United States for the year 1919-1922. Further details are given in the subsequent tables.

Chart N—Average Yearly Gains and Losses in Effective Conference Membership 1919-1922



Every year an average of about 200 are received from readmissions, credentials, supernumerary to effective, retired to effective, and from foreign conferences; leaving an average yearly class of 282 for admission into full membership. This is only a little more than a third enough to care for the losses. It is significant to note that even though there were no deaths from the effective ranks the number of admissions would still be insufficient to make up the average yearly losses.

Table 13—Gains in Effective Full Membership of the Annual and Mission Conferences in the United States

YEAR	Admitted into full membership	Readmitted	Received on credentials	Received from foreign conferences	Supernumerary to effective	Retired to effective	Total gains
1911	576	22	100	12	182	20	912
1916	536	26	70	11	110	27	780
1919	387	23	69	5	75	28	587
1920	403	22	83	11	76	28	623
1921	390	17	75	11	81	22	596
1922	405	23	75	9	73	21	606
Total 1919-1922.....	1585	85	302	36	305	99	2412
Average 1919-1922.....	396	21	76	9	76	25	603

In the last four years a total of 2,412 have been admitted into full membership, making a yearly average of 603.

Table 14—Losses in the Effective Full Membership of the Annual and Mission Conferences in the United States

YEAR	Deaths	Located at own request	Located	Withdrawn	Withdrawn under complaints	Expelled	Supernumerary from effective	Retired from effective	Transferred to foreign conferences	Total losses
1911	113	64	10	80	12	10	268	259	12	828
1916	134	46	21	76	17	6	175	281	15	771
1919	153	66	19	67	12	7	183	284	14	805
1920	107	83	20	60	11	0	205	266	20	772
1921	89	51	21	76	9	2	165	282	25	720
1922	96	55	13	88	26	6	127	295	22	728
Total 1919-1922	445	255	73	291	58	15	680	1127	81	3025
Average 1919-1922.....	111	64	18	73	15	4	170	282	20	756

A study of the above shows that there are no very outstanding differences in the various years. As might be expected the losses in 1919 were unusually heavy, though not so large as in 1911. The total loss for the last four years has been 3,025, a yearly average of 756.

If it is preferred to count the men coming into the conferences on trial instead of those admitted into full membership, these are the results:

Table 15—Gains in Effective Membership and Men on Trial in the Annual and Mission Conferences in the United States

YEAR	Received on trial	Readmitted	Received on credentials	Received from foreign conferences	Supernumerary to effective	Retired to effective	Total gains
1911	706	22	100	14	182	20	1044
1916	535	26	70	11	110	27	779
1919	475	23	69	5	75	28	675
1920	552	22	83	11	76	28	772
1921	574	17	75	12	81	22	781
1922	524	23	75	10	73	21	726
Total 1919-1922.....	2125	85	302	38	305	99	2954

The above figures are the same as in table 13 except that members received on trial and some on trial from foreign conferences were included and the column "admitted into full membership" was omitted.

The total gains are 2,954 or a yearly average of 738.

Table 16—Losses in Effective Membership and Men on Trial in the Annual and Mission Conferences in the United States

YEAR	Discontinued	Deaths	Located at own request	Located	Withdrawn	Withdrawn under complaints	Expelled	Supernumerary from effective	Retired from effective	Transferred to foreign conferences	Total losses
1911	92	120	64	10	80	12	10	268	259	14	929
1916	83	136	46	21	76	17	6	175	281	18	859
1919	94	166	66	19	67	12	7	183	284	15	913
1920	113	115	83	20	60	11	0	205	266	21	894
1921	72	94	51	21	76	9	2	165	282	27	799
1922	92	100	55	13	88	26	6	127	295	25	827
Total 1919-1922.....	371	475	255	73	291	58	15	680	1127	88	3433

The above is the same as Table 14 except that the deaths and discontinuances of men "on trial" were added to the losses.

The total losses in this case are 3,433 for the last four years, a yearly average of 858. It makes but little difference which method is used. If the "on trial" men are considered it is merely necessary to add a sufficient number of recruits each year to make up for those who are discontinued.

For the sake of clearness and convenience the following summaries, based on Tables 13-16 are given.

COMPARISON OF GAINS AND LOSSES

Chart O—Comparison of Gains and Losses in the Effective Full Membership in Annual and Mission Conferences for 1919-1922

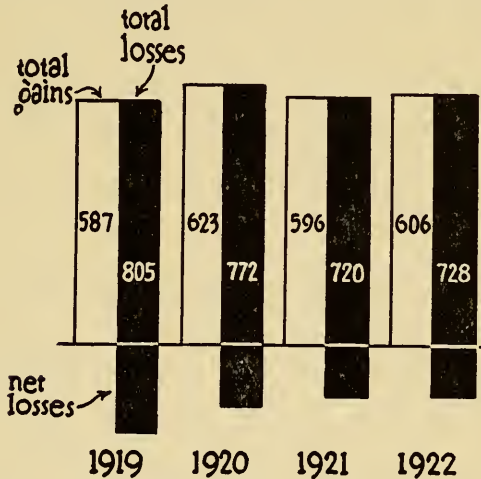


Table 17—Comparison of Gains and Losses in the Effective Full Membership in Annual and Mission Conferences for 1919-1922

YEAR	Total gains	Total losses	Net gain	Net loss
1911	912	828	84	-----
1916	780	771	9	-----
1919	587	805	----	218
1920	623	772	----	149
1921	596	720	----	124
1922	606	728	----	122
Total 1919-1922	2412	3025	----	613

In order to meet the yearly losses, an average of 756 men should have been admitted into full membership each year. An average of only 603 was admitted, which makes the average yearly loss 153.

Comparison of Gains and Losses in Effective Membership, and Those Received on Trial, in the Annual and Mission Conferences for 1919-1922

YEAR	Total gains	Total losses	Net gain	Net loss
1911	1044	929	115	-----
1916	779	859	-----	80
1919	675	913	-----	238
1920	772	894	-----	122
1921	781	799	-----	18
1922	726	827	-----	101
Total 1919-1922	2954	3433	-----	120

In order to meet the losses, an average of 858 men should have been received. The average number received was 738, which makes an average yearly loss of 120.

GAINS AND LOSSES BY AREAS

When the figures referring to the changes in the full membership were analyzed by areas, it was found that only two had made a net gain for the years 1919-1922 inclusive. These were the Chattanooga area with a net gain of one and the St. Louis area with a net gain of fifteen. All other areas showed a net loss.

This is not true of all areas for every year. The losses and gains have fluctuated, though six areas have shown a loss for every year.

In 1922 thirty-four individual Annual Conferences made a net gain of from one to fourteen. South Carolina was the only Conference that reached the maximum net gain of fourteen, and thirteen of these conferences had a net gain of but one man each!

Table 18—General Loss Distributed by Area

Atlanta Area (White)

Year	Gains	Losses	Net gain	Net loss
1919	3	8	....	5
1920	16	11	5	....
1921	10	9	1	....
1922	6	10	....	4
Total	35	38	6	9
Net loss 1919-1922.....	....	....	....	3

Atlanta Area (Colored)

1919	6	15	....	9
1920	13	20	....	7
1921	19	23	....	4
1922	29	10	19	....
Total	67	68	19	20
Net loss 1919-1922.....	....	....	....	1
Net loss Area.....	....	....	....	4

Boston Area

1919	32	29	3	....
1920	41	37	4	....
1921	31	40	....	9
1922	34	42	....	8
Total	138	148	7	17
Net loss 1919-1922.....	....	....	....	10

Buffalo Area

1919	33	34	....	1
1920	35	29	6	....
1921	26	41	....	15
1922	32	36	....	4
Total	126	140	6	20
Net loss 1919-1922.....	....	....	....	14

General Loss Distributed by Areas (Table 18 continued)

Chattanooga (White)

1919	11	9	2	....
1920	8	10	....	2
1921	16	8	8	....
1922	14	13	1	....
Total	49	40	11	2
Net gain 1919-1922.....	....	....	9	....

Chattanooga (Colored)

1919	9	10	....	1
1920	5	11	....	6
1921	7	8	....	1
1922	8	8	....	....
Total	29	37	....	8
Net gain (White).....	....	....	9	....
Net loss (Colored).....	....	....	....	8
Net gain Area 1919-1922.....	....	....	1	....

Chicago Area

1919	31	47	....	16
1920	28	41	....	13
1921	26	41	....	15
1922	27	52	....	25
Total	112	181	....	69
Net loss 1919-1922.....	....	....	....	69

Cincinnati Area

1919	51	64	....	13
1920	40	55	....	15
1921	40	62	....	22
1922	45	43	2	....
Total	176	224	2	50
Net loss 1919-1922.....	....	....	....	48

Denver Area

1919	28	33	....	5
1920	15	19	....	4
1921	20	23	....	3
1922	21	27	....	6
Total	84	102	....	18
Net loss 1919-1922.....	....	....	....	18

Detroit Area

1919	32	38	....	6
1920	26	34	....	8
1921	15	31	....	16
1922	31	28	3	....
Total	104	131	3	30
Net loss 1919-1922.....	....	....	....	27

General Loss Distributed by Areas (Table 18 continued)

Helena Area

1919	13	21	....	8
1920	17	21	....	4
1921	17	10	7	....
1922	19	20	....	1
Total	66	72	7	13
Net loss 1919-1922.....	....	....	....	6

Indianapolis Area

1919	37	33	4	....
1920	39	46	....	7
1921	33	36	....	3
1922	32	48	....	16
Total	141	163	4	26
Net loss 1919-1922.....	....	....	....	22

New Orleans Area

1919	22	32	....	10
1920	48	10	38	....
1921	24	35	....	11
1922	21	42	....	21
Total	115	119	38	42
Net loss 1919-1922.....	....	....	....	4

New York Area

1919	29	39	....	10
1920	28	32	....	4
1921	13	31	....	18
1922	28	33	....	5
Total	98	135	....	37
Net loss 1919-1922.....	....	....	....	37

Omaha Area

1919	39	96	....	57
1920	48	74	....	26
1921	56	59	....	3
1922	42	50	....	8
Total	185	279	....	94
Net loss 1919-1922.....	....	....	....	94

Philadelphia Area

1919	35	42	....	7
1920	29	34	....	5
1921	28	24	4	....
1922	24	39	....	15
Total	116	139	4	27
Net loss 1919-1922.....	....	....	....	23

General Loss Distributed by Areas (Table 18 continued)

Pittsburgh Area

1919	19	28	....	9
1920	15	28	....	13
1921	32	29	3	....
1922	40	33	7	....
Total	106	118	10	22
Net loss 1919-1922.....	....	....	....	12

Portland Area

1919	22	38	....	16
1920	21	45	....	24
1921	24	28	....	4
1922	25	24	1	....
Total	92	135	1	44
Net loss 1919-1922.....	....	....	....	43

St. Louis Area

1919	38	32	6	....
1920	28	37	....	9
1921	42	24	18	....
1922	31	31	....	....
Total	139	124	24	9
Net gain 1919-1922.....	....	....	15	....

St. Paul Area

1919	25	43	....	18
1920	24	52	....	28
1921	33	50	....	17
1922	26	34	....	8
Total	108	179	....	71
Net loss 1919-1922.....	....	....	....	71

San Francisco Area

1919	11	26	....	15
1920	15	35	....	20
1921	21	32	....	11
1922	10	33	....	23
Total	57	126	....	69
Net loss 1919-1922.....	....	....	....	69

Washington Area

1919	20	29	....	9
1920	43	32	11	....
1921	26	39	....	13
1922	19	30	....	11
Total	108	130	11	33
Net loss 1919-1922.....	....	....	....	22

General Loss Distributed by Areas (Table 18 continued)

Wichita Area

1919	41	59	....	18
1920	41	59	....	18
1921	37	37	....	....
1922	42	42	....	....
Total	161	197	....	36
Net loss 1919-1922.....	....	....	....	36
Total net gains.....	....	....	24	....
Total net losses.....	....	....	....	637
Net loss for United States..	....	....	....	613

II. NUMBER OF MINISTERS BY AGE GROUPS

Chart P—Comparison of Numbers of Effective Conference Members and Men on Trial in Annual and Mission Conferences in the United States by Age Groups

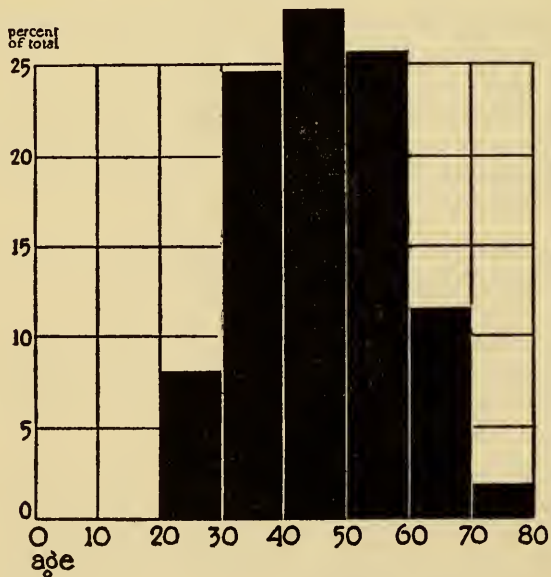


Table 19—Comparison of Numbers of Effective Conference Members and Men on Trial in Annual and Mission Conferences in the United States by Age Groups

<i>Ages</i>	<i>Number of men</i>	<i>Percentage</i>
Above 70	205	1.83
60-70	1,281	11.47
50-59	2,888	25.85
40-49	3,124	27.97
30-39	2,765	24.75
Below 30	907	08.12
	11,170	99.99

It is evident that if there had been a normal increase, there would not be 39.3% of the ministers above the age of fifty, and only 32.8% below the age of forty. There should be more in the thirties than in any other age group. To have 13% above sixty and but 8% below thirty is a wrong proportion.

Some, believing that at present young men wait until their college and theological courses are complete before joining a conference, may be inclined to think that the small number of conference members below the age of thirty is not very significant. To find out whether or not this supposition has foundation the analysis below was made.

III. COMPARISON OF AGES OF MEN WHEN ADMITTED

<i>Present age Men now between</i>	<i>Average ages when received on trial</i>	<i>Average ages when admitted in full</i>
50 and 59 years of age.....	27.7	30.3*
30 and 39 years of age.....	25.6	29.9†
20 and 29 years of age.....	23.5	

*Average number of years on trial, 2.6.

†Average number of years on trial, 4.3.

It will be observed that the average age of admission into full membership as well as on trial is a little less for the men now in their thirties than for the older men. The average number of years on trial has increased nearly two years but the younger men are being received on trial two years earlier than formerly. Seventy-eight per cent of the conference members now between the ages of 30-39 came into the conferences either on trial or into full membership before they were 30 years of age.

IV. PROSPECTIVE MINISTERIAL CANDIDATES IN THEOLOGICAL SCHOOLS

Still others may believe that the losses can be overcome by the students in the theological schools who are preparing for the ministry, but are not yet conference members.

True, there are some in this class, but not such a large number as might be expected. There were thirteen hundred thirty-nine (1339) Methodist students

enrolled in theological schools in 1921-1922, according to catalogues from the institutions and reports from deans. They were distributed as follows:

Boston	281
Drew	182
Garrett	318
Kimball	24
Nast	19
Norwegian and Danish	21
Swedish Theological	10
Iilff	103
Gammon	110
Non-Methodist	271
<hr/>	
Total	1,339
Duplication	25
<hr/>	
Net enrollment	1,314

The numbers enrolled in the Central Wesleyan Theological Seminary and Maclay could not be secured.

A casual study might lead one to think that the entire one thousand three hundred fourteen (1,314) students can all be considered a clear gain for the pastoral ministry in the United States. Analysis of the number, however, shows that the pastorate can scarcely hope for all of these. They classify as follows:

Analysis of Theological Students as to Conference Members and Non-Conference Members

Full members of conferences or on trial.....	524
Non-conference members preparing for	
Foreign Missionary service	69
Home Service in the Methodist Church as Directors	
of Religious Education, etc.....	25
Y. M. C. A. and other non-Methodist work.....	7
Women, who cannot at present become conference members	155
Probable conference members for the pastorate in the	
United States	534

Although some of the 534 may enter other fields of service, the large majority will probably enter Methodist Annual Conferences in the United States.

It will be three years, however, before the training of all these is complete. During the last four years the church has needed a yearly average of 858 men, including those on trial, to make up her losses. If the same rate of loss continues this comparatively small number of theological students will be far too small to meet the need.

V. DOES THE CHURCH NEED FEWER MINISTERS AT PRESENT THAN FORMERLY?

It has been suggested that the losses are of little consequence because the church needs fewer men at the present time than in former years. It is thought that the abandonment of churches, especially rural, and the growing tendency to consolidate has reduced the number of men needed by the church. Is this true?

To answer the question requires an examination of appointments. Where and for what purpose are conference members appointed? It is well known that some are made district superintendents; others receive "special appointments" such as college professors, editors of religious papers, or secretaries of benevolent boards; several hundred are "left without appointment to attend school;" a few are granted a year leave of absence for rest and study. Others are appointed to pastoral charges. If the number is insufficient the churches are "left to be supplied."

The total number of men required for the above groups in all conferences gives a fairly accurate statement of need. The following figures represent the unverified totals as given in the General Minutes for the years indicated in the table.

Table 20—Summaries of Conference Totals from the General Minutes

YEAR	Districts	Pastoral charges	Episcopal Appointments	To be Supplied	Special Appointments	Students	Leave of absence
1911	484	16,398	12,728	3,670	1,308	381	0
1916	462	16,588	12,891	3,808	1,137	414	0
1919	454	16,437	12,230	4,387	1,451	415	105
1920	450	16,419	12,170	4,390	1,362	455	111
1921	453	16,491	12,258	4,397	1,304	519	72
1922	457	16,460	12,256	4,323	1,280	512	88

The above statistics require no comment, but are inserted for the sake of those who may desire to know the approximate number of positions to be filled and the appointments of conference members. The following summary of districts, pastoral charges, and positions to be filled by special appointment would indicate that the church needs quite as many men as were required ten years ago.

Table 21—Effective Conference Members and Men on Trial as Given in the Recapitulation Tables of the General Minutes for the Years Indicated

The following figures refer only to effective conference members and probationers in the Annual and Mission Conferences in the United States.

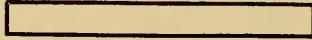
YEAR	On trial	Effective	Total
1911	1,639	13,301	14,940
1916	1,380	13,481	14,861
1919	1,410	13,222	14,632
1920	1,442	12,991	14,433
1921	1,525	13,176	14,701*
1922	1,554	12,518	14,072

According to the General Minutes for 1922, there are 14,072 effective members and men on trial in the Annual and Mission Conferences in the United States.

*From unverified recapitulation tables in General Minutes, but evidently an error. There was a loss in conference membership in 1921. See pages 35, 37.

Chart Q—Ministers Available for Places to be Filled

positions



ministers



When it is remembered that more than 18,000 places must be filled by 14,072 effective men, leaving over 4,000 churches "to be supplied," and that this number is increasing each year as shown by the net losses in conference membership, even the most conservative must acknowledge that the church should put forth more strenuous efforts to recruit the ranks of the ministry.

Section Three— The Supply Situation

Section III deals with the supply situation.

Why are there so many supply charges listed? Do they represent an effective need for men? District Superintendents who have supplied most of the material of the study state that some of them require no additional men. Some could not support a whole time pastor; some prefer "supply pastors"; while others could easily support ministers with conference standing, provided they found the right man. Is the question that of "supply" or "conference" pastors, or that of the quality of men? What relation has the spirit of sacrifice to the filling of supply charges with well equipped men?

A few statistics relating to the type, number, age and educational status of supply pastors concludes the study.

I. DEFINITION OF "SUPPLY" CHARGES

Every pastoral charge where the presiding bishop does not appoint as pastor an effective member or probationer of the Conference in which the charge is located, is "left to be supplied," and is generally termed a "supply" charge.

II. NUMBER AND PERCENTAGE OF "SUPPLY" CHARGES

In the year 1922, according to the General Minutes, 4,323 pastoral charges were "left to be supplied." The number has been steadily increasing in recent years. For the last four years, at least, Methodist Conferences in the United States have lost more members than they have gained. This, necessarily, means an increase in charges without Conference members as pastors.

In a pamphlet "Aged and Disabled Supply Pastors," Dr. J. B. Hingeley of the Board of Conference Claimants makes these statements regarding the number and percentage of "supplies."

"In 1900 there were 2,682 supply pastors.

In 1910 there were 3,749 supply pastors.

In 1920 there were 4,321 supply pastors.

"An increase of 1,065 supply pastors in 1920 over 1910, and of 1,539 supply pastors in 1920 over 1900, an increase of more than fifty per cent.

"Not only was there this large increase in the number of supply pastors, but a very large increase in the percentage of supply pastors as compared with the total number of pastoral charges. In 1900 nineteen per cent of the total pastoral charges were served by supply pastors; but in 1920 this percentage was increased to twenty-six per cent, an increase in the percentage of more than one-third."

"Both the increase in the number of supply pastors and the increase in percentage is the largest in the more prosperous Conferences; contrary to the general thought that supply pastors are used mostly in very poor conferences."

One fourth of the charges in American Methodism under the care of supply pastors! What significance has this fact?

According to Methodist polity "Every effective preacher is entitled to an appointment within the Conference of which he is a member." (Discipline ¶607). He is not only entitled to an appointment but required to accept one or place himself under the liability of trial and the loss of his effective relationship. (Discipline 1920—¶257). It is obvious, that if there were available Conference Members without appointment the Bishop would be obliged to send these men to the charges "left to be supplied" unless they were students without appointment or were granted a year's leave of absence.

Does it mean, then, that the Methodist Church needs 4,323 additional ordained members of Conferences in order adequately to provide for her pastoral charges in the United States? Perhaps no informed person would make this conclusion, but to estimate the real demand for men is not an easy matter, though an important one.

It is hoped that this article may furnish a few authentic facts relative to the question.

III. "SUPPLY" AND "VACANT" CHARGES NOT SYNONYMOUS

Uniformed persons may think that the charges "left to be supplied" and "vacant charges" are synonymous terms, but such is not the case. The Methodist Church frequently employs unordained persons as preachers in charge, when Conference members are not available. It is the duty of the district superintendent to see that all vacant churches in his district are provided with pastors. As a rule a pastor is secured for all that require the services of one. In the majority of cases a local preacher is employed as pastor; frequently, a member of another Conference "left without appointment to attend school" is engaged; sometimes a retired or supernumerary member of a Conference is secured. Whether or not a pastoral charge is in the "supply" list depends entirely upon the Conference relationship of its pastor and not upon the type of work he may do in the churches under his care.

IV. THE CIRCUIT SYSTEM AND THE SUPPLY PROBLEM

A knowledge of the circuit system of the Methodist Church is necessary to an understanding of her "supply" situation. Most of the Methodist preachers are not appointed to a "station" with one congregation, but to circuits that may have two or more preaching points. These separate church congregations are united by a single quarterly Conference and have one set of statistical records.

If every preaching point in Methodism were regarded as a pastoral charge the number of supply places would be enormously increased. Such a procedure might lead to the belief that the ministerial shortage in the church was tremendous, but the idea would be erroneous. The vast majority of small congregations thus divided would find it impossible to support a pastor and meet all the other financial obligations of the church.

V. THE PURPOSE OF THIS DISCUSSION

How did it happen that the 4,323 supply charges for 1922 were not joined to circuits and put under the direction of Conference members?

Supposing it were possible to enlist 4,323 additional young men for the ministry, and thus eliminate the "supplies" from the church. Would it be desirable? To what extent should the church seek to replace local preachers by Conference members? In how many of the supply charges would young men find sufficient opportunity for service to justify giving their lives to the Methodist ministry?

It is the purpose of this discussion to attempt an answer to the above and related questions, which may have a bearing on the number of new ministerial recruits that should be enlisted to care efficiently for the charges "left to be supplied."

VI. SOURCES OF INFORMATION

The group of persons in the church best fitted by experience to furnish detailed facts concerning the "supply" problem are the District Superintendents.

An appeal therefore was made to every one of these men requesting an answer to the following questions concerning each of the supply charges in his district:

- (1) Why was the charge "left to be supplied"?
- (2) Where is the charge located?

- (3) What is the character of the supply pastor?
- (4) Is the supply pastor giving full time to the work of the charge?
- (5) Is the charge capable of development into a regular charge?

It was also suggested that in all cases where a charge was no longer in the supply list that the reason for the change be given. He was further invited to give a general discussion of the situation, especially as it related to his own district.

Eighty-six per cent of these church leaders responded to the request and furnished many illuminating facts. Much of the information in the following paragraphs was received from them. All quotations were taken from their comments.

VII. SUPPLY CHARGES CLASSIFIED AS TO LEADERSHIP

To determine the number of ministerial recruits needed for supply charges, requires an examination of the type of churches in the list and the kind of pastors desired. As to leadership charges have been divided into four groups. The following discussion of them consists almost entirely of quoted comments of district superintendents:

1. CHARGES REQUIRING NO ADDITIONAL CONFERENCE MEMBERS

(1) *Listed because of property.*

"I think many of the statements made concerning supply charges are misleading especially to one who is not familiar with our policy. We are required to list the charges wherever we hold property. Consequently many places marked 'supply' represent simply a 'hope or a memory'."

These comments on individual charges illustrate the above statements:

"Church for sale, all but one family gone."

"Simply a location; with no building and no organization, as yet."

"Tough old place. I am holding what we have because this will some day be a beautiful suburb and we shall need all we have."

"Many left Montana during the drought years and in many places the work must be done over again as the people return or others come. Holding these charges, however, is very important."

(2) *Arrangement temporary.*

Sometimes the arrangement is only temporary as these quotations show:

"This is not a supply charge. It just had to be left at conference time as the man appointed took another charge."

"The church was merely left open until the congregation could find a transfer. He's there."

"Pastor is a supply awaiting transfer to this conference."

"Temporary financial conditions make the present condition necessary."

(3) *Due to arrangement of circuits.*

(a) *Parts of circuits listed separately*

In a number of cases charges are listed as "Supply" which would ordinarily be a part of a circuit. In some conferences, especially the New England, the circuit system is not in vogue but each charge is a unit with its own quarterly conference. Every preaching place appears in the minutes as a separate charge, although there is

no thought of having more than one minister. He is the pastor of the outstanding station and is "supply" pastor of the other points that would ordinarily make a circuit. Sometimes "for purpose of better administration the organizations are separate" even in Conferences where circuits are the usual custom. This description of two charges "left to be supplied" in the minutes, gives additional light on the situation:

"Neither of the two charges are at the present or have been supply charges. Both are self-supporting with a fine congregation each. They form the Bucyrus Circuit, but ere long we expect to divide them and make two fine stations. The first step was by separating them into two quarterly conferences with their own statistical columns. But they are served as in the past by the same pastor, one of the strong men of the conference."

(b) *Charges of one Conference joined to a circuit in another*

Occasionally a charge that is near the border line can better be connected with an adjoining conference that be made part of a circuit within its own. Such a charge appears in the minutes as a supply place, but does not require an extra minister.

This example of a charge in the Central Illinois Conference illustrates the point. "While it is recognized as a supply charge, it has a member of the St. Louis German Conference as pastor. It is joined with Wrayville of the St. Louis German Conference. In order to retain the property in the Central Illinois Conference, I simply employ the pastor appointed to the Wrayville charge as the supply of the Eliza Church."

(c) *Impossible to use the circuit plan*

"Many rural communities are sparsely settled and there is not a sufficient number of people to support a preacher and the communities are so far apart that the circuit plan cannot be worked."

(4) *Federated Churches listed as supply charges.*

"A federated church not served by one of our ministers, must be entered as a supply charge, although the very best thing possible may be going on."

It is obvious that in churches similar to those just mentioned, additional Conference members could not be used to advantage even though available. Mention has already been made of the fact that when the fall conferences of 1922 and the spring of 1923 assembled 445 charges were still vacant and 269 were under the direction of pastors appointed to one church and "supplying" in another. Probably few, if any of these places could have supported a full time Conference man. A conservative estimate of the number of charges unable to use advantageously additional men would doubtless be six or seven hundred at least.

2. CHARGES ABLE TO PROVIDE A PART TIME PASTOR ONLY

(1) *Inadequate finance a cause of supply charges.*

According to district superintendents, inadequate finance is the chief cause of sixty-three per cent of supply charges. But, what is inadequate finance?

One superintendent insists that the term should not be used "except where there is not enough money to support a local preacher. The question," he says "is very much like the old one concerning the difference between a mountain and a hill; we hardly know how high a hill must be before it may be called a

mountain. It does not seem that a local preacher can live on less than some man who has been admitted to conference. Unless a conference man *serves for a price* an adequate support for a supply would meet equally well the needs of a conference man. This involves the question as to whether the places now 'supplied' would be left vacant if we had enough conference men to fill the places but had no 'supply' preachers."

The above statements are very significant, because of the fact that nearly 60% of supply pastors are giving full time to the work of their charges just as regular ministers are doing.

(2) *Definition of the term "inadequate finance"*

The term, inadequate finance, is a relative one and has a different significance in every conference, but it has been given the following meanings:

(a) *Less than a conference man will accept*

Over and over the comments of district superintendents indicate the unwillingness of conference men to take the smallest places.

"The salaries are so small, I cannot get conference men."

"Seven point circuit—badly scattered—\$1,000.00 and house—difficult to get conference men."

A superintendent with 17 supply charges, 14 of whom are giving full time, says, "The supply pastor is the Lord's normal and logical way of giving the Gospel to the hundreds on many charges that never will pay a much larger salary than they now pay and have paid through a number of years. I find no shortage of conference preachers, but they *demand* a larger salary than many charges can pay, and the 'supply' pastor is the only solution to our problem of weak, country and small town charges. Many of the local preachers do better for the Kingdom on such charges than would a dissatisfied, underpaid conference man."

"Conference men who are not willing to serve Mission points because of inadequate finance. Local men who are competent to do effectual work are pleased to do this class of work with what little financial assistance we can give and often without any assistance at all. *Just a chance to serve.*"

(b) *Less than a conference minimum for effective members of conference*

In some conferences a minimum salary is set for resident pastors. One conference places the figure at \$1,500.00 and house. All charges falling below must accept a part time supply pastor.

(c) *Less than a "living wage" in all conferences*

The following comments make it clear that there are charges which are unable to support a full time conference member. Such places are either left vacant or given a part-time man, who makes most of his livelihood in some other way.

"All of the above (nine charges) are either very small village or open country churches. I cannot get \$50.00 a year for support from some of them. I have many available pastors here on hand, anxious to serve any place that would even pay expenses. We have more preachers than we know where to place."

"Of these six mission points only one of them gets \$50.00 and the other five get nothing."

"Colored people are poor and far apart on this work. The pastor who served this work last year is a member of the conference. His salary to support his wife and six children was \$249.00. You can imagine just how they lived raising

Centenary money and other claims. The supply man this year is single and this gives him a chance to raise his full quota for Centenary—\$100.00—and bring up other claims but not much on salary.”

“The supply charges on this district are in the mountains of North Georgia where the people are so poor that they cannot in any adequate way support their pastors, yet this territory has given to the church more ministers than any other part of our Southern work. If we could support real live effective men in this field, I conscientiously believe that we could give to the church some bright boys and girls for our Life Service Department. As a matter of history during the memory of one of our conference men who is under seventy, twenty-nine men have gone right out of these mountains into the ministry of the church. One man has gone to India as a missionary. My heart is breaking over the situation. The main thing is support. I could get men if we could support them.”

It is impossible to estimate the additional number of conference members that are needed for supply charges in this group. There is necessarily a large margin of uncertainty owing to differing standards. A salary regarded as adequate in one conference might be considered quite inadequate in another.

In the endeavor, however, to get some information as to the probable number of charges unable financially to support full time conference members, an examination was made of the cash salaries paid last year by 3,192 charges that are at present in the supply list. Colored conferences are not included.

Of the 3,192 charges, 995 or 31% paid a cash salary of less than \$500, and 626 or 20% paid less than \$300. There are 480 or 15% of the number that paid \$1,200.00 or more. The average cash salary for the entire church, including conference members and “supply” pastors was \$1,271.00 in the Conference year 1922. The above figures do not include parsonage rental, but cash salary only.

Cash Salaries Paid in Supply Charges

<i>Cash Salaries</i>	<i>Number of Charges</i>	<i>Percentage</i>
Below \$300	626	19.61
300-500	369	11.56
500-800	768	24.06
800-1200	949	29.75
Above 1200	480	15.03

Church Membership in Supply Charges

Out of 3,164 of the above charges, 1,790 or nearly 57% had a church membership of less than 100, while 518 or 16% of them had 200 or more members. The average membership for the entire church, including supply charges was 233 in the year 1922.

<i>Church Membership</i>	<i>Number of Charges</i>	<i>Percentage</i>
Below 100	1790	56.63
100-150	567	17.89
150-200	289	9.1
200 and above	518	16.36

3. CHARGES PREFERRING SUPPLY PASTORS

According to the viewpoint of district superintendents, one concludes that in a number of cases supply pastors are entirely adequate and little if any effort is made to replace them by conference members.

(1) *Supply pastors satisfactory to district superintendents*

"The supply situation on this district is no problem. These men are of good ability, mature in years and fully as useful as the regular conference members available for the small salaried jobs."

"There are three men on this district who are used as supplies. Two of these men are among the best financiers in the conference. The other is a great evangelist. These men came to us too late to be fully admitted but we hold them for their worth."

"I have twenty-three supplies on my district. Some of these men are doing just as faithful work as any of my conference men. The two best soul winners in my district are supply men. One of these supplies last year had as many conversions and accessions to the church as one dozen of my conference men."

"We have two local preachers, who look after eight preaching places, and no more heroic work is done anywhere than by these two men."

Since district superintendents appoint "supplies," one might expect them to make unusually favorable judgments regarding their work, but quite frequently congregations also hold individual supply pastors in high regard.

(2) *Supply pastors preferred by congregations*

D— is a "good circuit—served by a college man—local preacher requested."

The charge was run down "when Rev. R—— took hold of it, but it is now paying \$1,500.00 and house. He is doing so well that *they have been glad to keep him.*"

"At W—— is a located man—college graduate—graduate of Garrett—in business, *loves to preach*—cares for that little church as well as any one could possibly do it. He preaches for them every Sunday morning. As a rule they are good up-to-date men."

(3) *Students especially desired*

"These churches cannot support a first grade conference man so prefer a high grade student."

"Where we are in reach of student help, our students are able to render better service than the type of conference men we could command for these places."

"These charges are all either open country or very small village near our college where we always have young local preachers, who can give better service, than can otherwise be secured. Otherwise most of the charges would have to take fourth time service or even less. Such combinations could be made, but they prefer vigorous young local preachers."

(4) *Supply pastors sometimes more efficient*

"We have some supplies who are better preachers and pastors than some members of the conference; hence, in certain instances supplies are serving better charges than members of the conference are serving. The man who can do the work and make good is the man who is occasionally given the better charge."

"Our problem is not that of getting men, but it is that of taking care of certain men who are members of the conference, who are good men, but can hardly be classed as efficient with respect to the modern program of the church. I would

say that the weakness of many of our charges is not because of supplies, but because we must take care of our conference men. There is something more detrimental than a shortage of men; it is an oversupply of incompetent men."

"I have been a District Superintendent for the past eleven and one-half years, and find the problem of ministerial supply no more acute than when I began. I have been in the ministry for nearly 40 years, and it is no worse than when I was a boy. Two presiding elders did their best to persuade me not to go to school, saying that I was needed at once, as there were churches they could not supply."

Shall the conclusion be made that there is no need for additional conference men to fill supply charges? One must say that sometimes, at least, there seems to be no sufficient reason for attempting to replace efficient "supplies" by Conference members.

4. CHARGES ABLE TO SUPPORT CONFERENCE MEMBERS

In many instances, charges "left to be supplied" do not represent sufficient opportunities for service to justify a young man's entering the ministry. For various reasons, at least, six or seven hundred charges in the list require no additional men. Many cannot now and probably never will be able to support a full time minister, but will always need the services of a part-time local preacher or student. Frequently, supply preachers are so efficient that there is neither necessity nor desire for a change.

On the other hand district superintendents are insisting that inadequate leadership is their greatest problem.

(1) *The right kind of men the greatest need*

"The great trouble is a serious dearth of good capable ministers."

"Shortage of capable men our greatest embarrassment. Most all the supply fields in this district could be developed into strong charges if we had the right leadership."

"As a rule inadequate support is the reason for charges being supplied by local preachers or others but the main reason is the fact that the right kind of men for the development of these weaker charges are not available. If I had well equipped young men willing to take these supply charges and stay with them five years I could make most of them self-supporting, but we *cannot get the men.*"

"After nearly seven years of observation as a district superintendent I am thoroughly convinced that the problem of 80% of the supply charges can be fully solved if we had the right calibre of pastoral leadership."

(2) *Many supply pastors incapable of developing charges*

"In making appointments it naturally falls that the poorest men in the ministry, the men with the least education and of the least ability are sent to the poorest paid charges. Undoubtedly if *stronger men could be sent to these supply charges many of them might soon be developed into self-supporting churches.*"

"My experience leads me to the conclusion that *a large part of the supply men are not capable of developing their charges.* I feel that these men are doing their best, but their training is inadequate."

(3) *Inadequate finance overcome by competent leadership*

"If we can but get good men we can get the support and the opportunity is here."

"With few exceptions these charges would support good conference men if we had them in sufficient numbers. Salaries can be gotten for competent men."

"Inadequate finances can be overcome if only there were capable men."

"Nearly all these charges could be made self-supporting with up-to-date pastors who have vision, tact, sacrifice and consecration."

(4) *Community response to efficient leadership*

The following examples show that communities will respond to real leaders.

"L—— is a charge with two preaching places. No other church for a radius of six to eight miles—was a weak charge but found a man with a vision, not a Methodist, and have conducted a community program for two years. Pastor now received \$1,500.00 cash, house rent additional. Charge is now a going concern, showing what can be done with the right kind of leadership."

"One of my local preachers at my suggestion went into a neglected part of the city and started work and now has a church and grounds worth \$10,000.00 begun just one year ago. Has over 200 members, over 100 in Epworth League and 300 enrolled in Sunday School. I do not have a conference man in the district that could have done better work and I doubt very much if as well."

(5) *Number of charges capable of developing*

With efficient leaders, how many supply charges could be developed into places of real opportunity? This question cannot be answered accurately, but 288 or 63% of the district superintendents have made an estimate regarding the situation in their districts. They reported on 2,786 supply charges. According to the judgment of these men, 60% of the charges could be developed into regular episcopal appointments if the right type of leadership were available.

Percentages differed greatly for various sections of the country and in different types of conferences. Percentages for nine of these groups appear below:

Colored Conferences	76%
Foreign Language	66%
White Conferences in—	
New England States	35%
Pacific Coast States	43%
Border States	55%
North Central (East)	56%
Middle Atlantic (East)	59%
North Central (West)	66%
Southern States	69%
Mountain States	73%

If the percentage given by the 288 district superintendents holds for all the districts in the church, it would mean that approximately 2,600 of the entire number of supply charges are capable of developing into self-supporting churches.

VIII. NUMBER OF ADDITIONAL CONFERENCE MEMBERS NEEDED TO PROVIDE FOR SUPPLY CHARGES

Shall the conclusion, therefore, be made that 2,600 additional young men should enter the regular ministry in order that the supply charges may be cared for in an adequate manner? Authentic facts to answer the question are not available. Possibly it depends upon the type of men that can be secured. What kind of

men are needed? District Superintendents say that the sort of men needed for supply charges are:

(1) *Men trained for the job*

"My greatest trouble is to find men that are trained to do the job. The money is there if the men could do the work. They have no program, no system of doing their work, and the people are cutting down the salary because they feel they are paying too much for what they are getting, but they are willing to pay if they get the service."

(2) *Men who put service above price*

"I may be mistaken but I think the ministry has been too much commercialized, so that preachers are graded on salary and not on efficiency and young men are not willing to take these weak charges and develop them."

"As I see it, one of the greatest dangers we are facing is that of becoming mercenary, of having the desire for ease and comfort too greatly control our ministry. Our theological graduates usually have to be offered very attractive charges. They go to the highest bidder, rather than to the place of greatest need, or even of greatest opportunity."

"We are laboring under this disadvantage. *Men put price above service.* Give us men who will put service first and we will make other charges above mentioned self-supporting and the price will speedily follow."

"I am confronted with two very serious situations, one the lack of trained men with faith and vision who will put enthusiasm into their work and really make themselves a part of the community where they are to work. Too many have eyes on the city church or larger salary instead of thinking of the service they can render."

(3) *Men with the missionary spirit*

It is evident that supply charges for the most part are weak and undeveloped. Often they are new. It is significant that not one of the district superintendents gave even so much as a hint that anyone sought such places. To the foreign missionary the new, undeveloped fields represent places of opportunity but it does not seem to be the case in the United States. Pioneer fields have no attraction as these quotations show.

"There are very few of these charges but will respond to real leadership and can be built up into charges that would support a man comfortably and do more for the church at large. I have wished I might try the experiment of putting a whole-souled, well trained man out on one of these backward charges and demonstrate that they can be built up. The trouble generally has been that the *well trained man is not looking for that kind of a place* and perhaps he ought not to be asked to bear the whole load. So I am setting myself to the task of a better support and am giving much time to it."

"The trouble is, we are a Pioneer Conference. A good many of our men just as soon as they are ordained, receive attractive offers from our Middle West and West. Consequently we are ever on the look out for men to fill their places. Since Conference I have lost three men."

"Owing to drouth for six consecutive years many of these places are being cared for by the pastors of adjoining work. We have less than half the pastors we had seven years ago just because of conditions over which we have no control. *We have so little to offer, only real sacrifice, and we find few who want to undertake a job of that kind in these days.*"

"I am not so alarmed because Methodism has few supply charges; we have always had them. I am more concerned because we have so few men who come from Theological Seminaries and Universities who are willing to take hold of either new or run-down charges and develop them. I repeat, I am not scared because we have a few supply charges. A very large per cent of the finest men in our conferences started as supplies and they were a credit to the cause. I am more afraid of the dying out of that spirit of evangelism in the churches which leads our young men into a type of consecration which enables them to hear the call to the ministry. I believe in a called ministry by the Holy Spirit, by the church and by the open doors of providence."

"It has been exceedingly difficult to get good men, well trained, to man these fields. The result has been that poorly equipped men have been used, men of unstable conduct. These men have not increased the desire for the Methodist Church. If we could get a company of fine Seminary men to come out here in a real missionary effort we could hold many of these fields for God and Methodism. A certain denomination has recently persuaded six fine young fellows to try it out. They are making good and enlisting the interest in the community and are getting good support. We need the same kind of publicity that the Epworth Herald is giving the foreign candidates. Publish the fact of the great need of fine young folks for this field. Publish their pictures when they go to such a field. In short a propaganda in the interests of well trained men for the home field as well as for the foreign field. With the right kind of man I can secure adequate support and good support on these hard fields of North Dakota. But, *where is the Seminary graduate who will do this type of missionary work?*

In another connection a Sunday School Extension Secretary in the west writes: "We are desperately in need of pastors to take charge of new points opened up by extension Sunday Schools which I have organized. Many very promising points are lost because we cannot find pastors for these new places.

"In one instance I held on to a place until we had a Sunday School of nearly one hundred, a church membership of eighty and the old dance hall rebuilt into a beautiful and modern Methodist Church, dedicated free of debt. Today the church stands idle for want of leadership. Not even is the Sunday School going.

"We need a thoroughly trained ministry, but we need men with the missionary spirit possessed by the old circuit riders."

Unless men with the right spirit and training can be found, additional conference members would not help the situation much. It would probably mean that a larger number of the most inefficient Conference members would be pushed into these needy places, that deserve good leadership. No doubt it would continue to be increasingly true that local preachers and others whom the district superintendents might secure could "do better for the Kingdom on such charges than would dissatisfied Conference men who are not trained for nor interested in the rural field." Just as well, or perhaps better, that the church have an increasing number of "supply charges," than to become regular episcopal appointments under these circumstances.

If, on the other hand, men could be found who are truly interested in the rural field, it would be highly desirable to have them enter the regular ministry instead of serving as "supply pastors" for two reasons at least:

1. An appeal could never be made to the strongest young men of the church to enter the ministry as local preachers, because of the uncertainty involved.

2. The supply problem and the rural church problem are one. 87% of supply charges are in the open country or in town of 2,500 population or less. Christian leaders are declaring that if the rural church is to be saved it must be by trained rural ministers who will devote their lives to the work and enter their charges with the idea of putting on at least a five year program. This can hardly be realized by "supply" pastors who, as a rule, are constantly shifting.

IX. STATISTICS RELATING TO SUPPLY PASTORS

Unless otherwise stated, the following statistics relating to supply pastors were obtained directly from them in response to a questionnaire.

THE TYPE OF SUPPLY PASTORS

A double study is presented. The first contains information directly from supply pastors who are holding charges in 1922. The second is from district superintendents regarding supply pastors in the spring of 1923.

The first table shows 7% more local preachers than the second, but probably about 60% of all "supply" pastors employed are local preachers.

Table 22—The Type of Supply Pastors
(Reports from supply pastors)

	NO. OF MEN	PERCENTAGE
Local preachers	1590	64.1%
Effective members of Conference or probationers.....	184	7.4%
Students "left without appointment".....	162	
Others (Awaiting transfer, etc.)	22	
Retired members of Conferences	243	9.8%
Supernumerary members of Conferences	33	1.3%
Ordained ministers of other denominations	99	3.9%
Laymen (14) and relation not stated (317)	331	13.3%
	2480	99.8%

Table 23—The Type of Supply Pastors
(Reports from District Superintendents)

	NO. OF MEN	PERCENTAGE
Local preachers	2226	58.0%
Students (see note below)*	409	10.6%
Retired members of Conference	308	8. %
Supernumerary members of Conference	105	2.7%
Others (see explanation)**	285	7.4%
Vacant charges	298	7.7%
Relation not stated	207	5.4%
	3838	99.8%

*A wide difference in the number of students appears in the two tables. The first includes only Conference members who were "left without appointment to attend school." They are employed in Conferences other than their own, and are regarded as supplies. (Discipline 1920, paragraph 211.) The second includes all students in educational institutions who are holding charges, except local preachers. Some are Conference members, others have no Conference relationship. The total number of students in table 2 including conference members "left without appointment to attend school" is 585 but 176 of the number are also local preachers and were not counted in the above table.

**Under the term "others" in table 2 are included all Conference members who have a charge but are supplying in another, pastors of federated churches who are not Methodists, and all other types of persons not included in the other divisions.

Table 24—Number of Supply Pastors Giving Full Time

The following figures were taken from the questionnaire returned by supply pastors. Replies were received from 2,480.

Full time	1,483 or 59.7%
Part time	847 or 34.1%
Not stated	150 or 5. %
Total	2,480 99.8%

In 279 cases district superintendents reported on the number of supply pastors who were giving full time on their districts.

Total number reported	2,801
Number giving full time	1,607
Percentage giving full time	57.4%

Table 25—Ages of Supply Pastors

15 to 19 years of age.....	7
20 to 24 " " ".....	197
25 to 29 " " ".....	361
30 to 34 " " ".....	301
35 to 39 " " ".....	239
40 to 44 " " ".....	205
45 to 49 " " ".....	210
50 to 54 " " ".....	201
55 to 59 " " ".....	205
60 to 64 " " ".....	172
65 to 69 " " ".....	151
70 to 74 " " ".....	122
75 to 79 " " ".....	38
80 to 85 " " ".....	7
Not stated	64
Total	2,480

Table 26—Comparison of the Ages of Conference Members and Supply Pastors

Conference members		"Supply" pastors		
AGES	NO. OF MEN	PER CENT	NO. OF MEN	PER CENT
Above 60	1,486	13.3 %	490	20.24
50-59	2,888	25.85%	406	16.8
40-49	3,124	27.96%	415	17.13
30-39	2,765	24.74%	540	22.35
Below 30	907	8.11%	565	23.38

Over 23% of the supply pastors are below the age of 30, which is nearly three times as many as are found among Conference members. Student preaching is largely responsible for this high percentage of young men.

The percentages of men below 50 are nearly the same in both groups, being 61% among Conference members and 63% among "supplies."

There are 7% more supply pastors above the age of 60 than are in the regular ranks of the effective ministry. This is due in large measure to the number of retired conference members who are still holding charges.

EDUCATIONAL QUALIFICATIONS OF SUPPLY PASTORS

Out of 2,480 supply pastors 1,343 or 54% that have less than the minimum educational requirement for Conference admission, which is a complete high school course. This is three times as high a percentage as that of Conference members.

There are nearly five times as many supply pastors with only an eighth grade education as among Conference men, the percentage in the first case being 34.5% and in the latter 7.3%. The percentage of college or both college and seminary graduates among "supplies" is only about a third as high as Conference members, being 16.6% in the one case and 45% in the second.

A comparison of the two groups appears below.

	Conference Members	Supply Pastors
High School incomplete or less	17.9%	54. %
High School complete, College incomplete or Theological	36.9%	29.2%
College or both College and Theological.....	45.0%	16.6%
	99.8%	99.8%

Table 27—Educational Status of Supply Pastors

	No. of men	Per cent
DETAILED CLASSIFICATION		
(a) Eighth grade or less	857	34.56%
(b) High School incomplete	486	19.60%
(c) High School complete.....	228	9.19%
(d) College incomplete	396	15.97%
(e) Theological complete without college degree	102	4.11%
(f) College complete	298	12.02%
(g) College or both College and Theological complete.....	113	4.56%
Total	2,480	100.01%

THREEFOLD CLASSIFICATION		
(a-b) Eighth grade or part high school incomplete	1,343	54.15%
(c-d-e) High School complete or college incomplete or theo- logical complete	726	29.27%
(f-g) College complete or both College and Theological complete	411	16.57%
Total	2,480	99.99%

TWFOLD CLASSIFICATION		
(a-b-c) High School or less	1,571	63.34%
(d-e-f-g) College incomplete or more	909	36.66%
Total	2,480	100.00%

Conclusion

The making of this study and its preparation for publication has had for its goal the informing of the church at large. Every effort has been made to approach the subject scientifically and to divorce any pre-suppositions or opinions from the survey or tabulations. It may seem to be a study without conclusions. Such is its purpose. The investigator's task is to get the facts and present them

clearly and orderly. It is left to the church to make whatever use it may see fit of the findings of fact.

Certainly it is the hope of the one who has worked to make these figures, tabulations and charts possible, and the many who have so ably and so generously assisted in the endeavor, that the church may here find the sources of both strength and weakness in its ministry and, under the talented leadership within its fold, may move out intelligently and surely upon a program which will make possible a yet higher standard in both quality and quantity in the future.

MARGARET BENNETT.

INDEX

	Pages	Pages
Advance or decline in education		
Comparison of Conference members admitted in different years 15-18		
Comparison of ministers by age groups	18-20	
Ages		
Conference men and supply pastors	60	
Full members and probationers	42-43, 60	
Education and ages	21	
At time of admission	21, 43	
Probationers received 1922	21, 23	
"Supply" pastors	60	
Charts	7, 8, 9, 14, 15, 17, 19, 22, 24, 25, 27, 28, 31, 34, 37, 42, 46	
Circuits	4, 49, 50-51	
City churches		
Education of ministers	27-28, 30-31	
Colleges		
Conference members in	11, 45	
Decrease of graduates in ministry	15-20	
Distribution of graduates		
City churches	27-28, 30-31	
Rural churches	27-32	
Men received on trial 1922	21-23	
Proportion of men in ministry	7-23	
Student "supplies"	54, 59-60	
Success of graduates in ministry	24-28, 30-31	
Total graduates in ministry	7, 9-11	
Colored conferences		
Education of preachers	13-14	
Conference Members (effective)		
Ages	42-43, 60	
Ages when admitted	21, 43	
Average yearly gains and losses	34	
Education (see educational status)		
Gains	34-37	
Gains and losses by areas	38-42	
Losses	34-37	
Needed for "supply" charges	56	
Total number	3, 45	
Total number holding charges	12	
District superintendents		
Education	11	
Reports on "supply" charges	50-58	
Reports on "supply" pastors	59-60	
Total number	45	
Efficiency		
In relation to education	24-28	
Standards of	24	
Educational requirements for Conference admission	9	
Educational status		
Advance or retrogression	15-20	
All ministers	7-11, 12, 21, 23, 61	
City ministers	27-28, 30-31	
Colored conferences	13-14	
Conference members by years	15-18	
Conference members by ages	19-20	
District superintendents	11	
Foreign language conferences	13-14	
Ministers received on credentials	21	
Ministers received on trial 1922	21-23	
Pastors	11-13	
Preachers in charge of churches	12-14	
Rural ministers	27-32	
"Special appointments"	11	
Students "left without appointment"	11	
"Supply" pastors	13, 29, 61	
White conferences, English speaking	13-14	
Foreign language conferences		
Education of preachers	13-14	
General Conference and ministerial education	9, 30	
High schools		
Conference men with high school training or less	7, 9-19, 21-29, 61	
"Supplies" with high school training or less	12-14, 29, 60-61	
Local preachers		
Percentage of "supply" pastors	59	
See also—"Supply" pastors		
Ministerial shortage	34-42, 46	
Ministers received on trial—See probationers		
Ministers, retired	3, 5, 34-36, 59	
Ministers, supernumerary	3, 5, 34-36, 59	
Pastoral charges		
Total number	12, 45	
Vacant	12, 49, 51, 59	
Pastors—Conference members only		
Education	11, 13	
Total number	12	
Preachers in charge of churches		
Education	12-14	
Total number	12	

	Pages
Probationers in Conferences—	
Ages of men received 1922.....	21, 23
Education	7-16, 19, 21-23
Education and average age.....	21
Received 1911, 1916, 1919-1922.....	36
Total number	45
Retired ministers	
Not included in the study.....	3
Number retiring 1919-1922.....	34-37
Restored to effective relation.....	34-37
Service as "supply" pastors.....	59-60
Rural churches	
Education of preachers in.....	27-29, 31
Importance of	29
Increase of trained men in.....	31-32
Rural leadership training.....	30
Percentage of	28
Salaries	
Relation to education.....	24-28
"Supply" charges	53
Sources of information	
Conference gains and losses.....	34
Educational data	3
"Supply" situation	3, 49, 59-60
Students	
Educational status	11
Number in theological schools.....	44
Number of Conference members	
"left without appointment".....	45
Preparing for rural ministry.....	31-32
"Supply" pastors	54, 59-60
Supernumerary ministers	
Not included in the study.....	3
Change from effective 1919-1922.....	34-37
Change to effective 1919-1922.....	34-37
Service as "supply" pastors.....	59
"Supply" charges	
Church membership	53
Increase	45-48
Percentage of rural.....	59
Possibilities of change to episcopal	
appointments	56-58
Reasons for "supply" charges	
Arrangement temporary	50
Due to arrangement of circuits.....	50-51
Federated churches	51
Inadequate finance	51-53
Lack of conference members.....	55-58
Listed because of property.....	50
"Supply" pastors preferred.....	54-55
Reports from district superintendents	3, 50-58

	Pages
Salaries paid	53
Total number	45, 48
Supply of ministers	
Annual needs	34-36
Candidates in theological schools.....	43-44
Comparison of gains and losses.....	37-42
Forms of loss	
Deaths	34-36
Discontinuances	36
Expulsion	34-36
Location	34-36
Retired from effective.....	34-36
Supernumerary from effective.....	34-36
Transferred to foreign.....	34-36
Withdrawal	34-36
Shortage	34-42, 46
Sources of gains	
Admitted into full membership.....	34-36
Other denominations	21, 34-36
Readmitted	34-36
Received from foreign confer-	
ences	34-36
Received on trial.....	36-37
Retired to effective.....	34-36
Supernumerary to effective.....	34-36
"Supply" pastors	
Ages	60
Education	13, 29, 61
Efficiency	54-58
Number giving full time.....	11, 60
Source of information.....	3, 59-60
Total number	3, 12
Types	59
Tables	7, 9, 10, 13, 16, 18, 19, 22-27, 31, 35-43, 45, 53, 59-61
Terms, interpretation	4-5
Theological schools	
Conference members in.....	11, 44, 45
Decrease of graduates in ministry.....	15-20
Distribution of graduates	
City churches	27-28, 30-31
Rural churches	27-32
Enrollment 1921-1922	43-44
Increase of graduates in rural	
churches	30-32
Proportion of men in ministry.....	7-23
Student "supplies"	54, 59
Success of graduates in ministry.....	24-28
Total graduates in ministry.....	7, 9-11
White conferences, English speaking	
Education of preachers.....	13-14

BOSTON UNIVERSITY



1 1719 02073 5207

